



CANADIAN TRUCKING ALLIANCE

COVID- 19: Labour Related Resources and Information for Trucking Companies

March 24, 2020



Canadian Trucking Alliance

555 Dixon Road, Toronto, ON M9W 1H8

Tel: 416-249-7401 – email: govtaffairs@cantruck.ca

Follow us on Twitter @cantruck and on the internet at www.cantruck.ca

Note: Due to the fluidity of the situation, information and resources related to COVID-19 are changing rapidly. All carriers are encouraged to seek the most up to date information from trusted Government sources to ensure they are managing the situation appropriately in their workplace.

CTA's COVID-19 Tip-sheet for employers can be found [here](#).

ESDC RESOURCES AND INFORMATION FOR EMPLOYERS

Employment and Social Development has a page dedicate to COVID-19, including resources and information for employers. You can access this page [here](#).

WORKERS COMPENSATION AND COVID-19

Most provincial workers compensation boards (WCBs) have provided guidance on how they will treat and cover work related cases of COVID-19. In most cases, this information is available through your provincial Board's homepage. Carriers are encourage to work with their provincial trucking association for more information on this topic.

FEDERAL EMERGENCY RESPONSE BENEFIT

To support workers and help businesses keep their employees, the government has proposed legislation to establish the Canada Emergency Response Benefit (CERB). This taxable benefit would provide \$2,000 a month for up to four months for workers who lose their income as a result of the COVID-19 pandemic. More information can be found at the below.

<https://www.canada.ca/en/department-finance/news/2020/03/introduces-canada-emergency-response-benefit-to-help-workers-and-businesses.html>

DEALING WITH WORK REFUSAL

As it stands, CTA has been advised that when it comes to work refusals in the workplace, standard practices for dealing with these matters remain in place. Under the Canada Labour Code, federally regulated employees have the right to refuse dangerous work. "Danger" in this context is defined as: *Any hazard, condition or activity that could reasonably be expected to be an imminent or serious threat to the life or health of a person exposed to it before the hazard or condition can be corrected or the activity altered.* Part II of the Canada Labour Code describes the actions an employer should take if an official work refusal occurs and carriers are advised to follow these procedure. More information is available at the link below.

<https://www.canada.ca/en/employment-social-development/services/health-safety/reports/right-refuse.html>

Similar measures may be in place for provincially regulated carriers. Contact your local provincial trucking association for more information on provincial regulations.

RESOURCES RELATED TO EMPLOYMENT INSURANCE (EI) AND COVID-19

General information on EI can be found on the Government of Canada's website [here](#).

PAYROLL RESOURCES

The Canadian Payroll Association has share a document with the Canadian Trucking Alliance (CTA) which provides guidance and resources for payroll professional dealing with COVID-19 related inquiries in their workplace. This includes information on completing the ROE and EI. The document can be accessed at:

<https://www.payroll.ca/PDF/Resources/Payroll-and-Covid19-Infoline.aspx>

US DOT DRUG AND ALCOHOL TESTING AND COVID-19

FMCSA is aware of the stress the COVID-19 pandemic is placing on carriers attempting to comply with US DOT drug and alcohol testing requirements. FMCSA has now released its guidance to carriers on this topic which remains in effect until May 30, 2020. This guidance is available at the below.

<https://www.fmcsa.dot.gov/emergency/fmcsa-covid-19-drug-alcohol-testing-guidance>

FMCSA may revise its policy regarding Drug and Alcohol testing requirements as the pandemic continues. We encourage carriers to work with their Drug and Alcohol testing providers to get updates on current requirements.

Canadian Trucking Alliance

555 Dixon Road, Toronto, ON M9W 1H8

Tel: 416-249-7401 – email: govtaffairs@cantruck.ca

Follow us on Twitter [@cantruck](#) and on the internet at www.cantruck.ca
