

WORK STOPPAGE FOR PEOPLE WITH DISABILITIES

- MARCH 16, 2020 -

As an employer, you have an obligation of security towards all your employees. You must therefore take all necessary measures to ensure the safety and protect the health of your employees.

As a reminder, it is essential that the CSE be integrated into the discussions on the prevention strategy in order to respond rapidly to changing circumstances.

In all cases, measures must be taken to limit the spread of the virus in order to protect the health of employees who must remain at work.

So,

1°/ If an employee presents symptoms of contamination :

You must encourage him to consult a doctor from the Regional Health Agency, or contact 15.

2°/ If an employee is contaminated (positive test)?

You must clean the premises:

- Equip the persons in charge of cleaning the floors and surfaces with a disposable gown and household gloves,
- Use of a diluted detergent/bleach,

The LRA may decide to isolate employees who have been in «close and prolonged» contact with the contaminated employee. This isolation may result in a work stoppage. In the absence of a prescribed stoppage, the employer may, as a precaution, ask the employees concerned to stay at home, while maintaining their remuneration.

3°/ If an employee has an infected close relative (e.g. a spouse or a child who has tested positive), the following must be taken into account

As part of your general obligation to safeguard the health of other employees, we recommend that you invite the employee to consult a doctor in order to take sick leave and avoid possible contamination of colleagues.

If no sick leave is granted, we recommend that you analyse the seriousness of the risk and, if necessary, do not put the employee in a work situation. The employee's remuneration must be maintained during this preventive home confinement.

**ARRÊT DU TRAVAIL POUR LES PERSONNES À PROTÉGER**

- 16 mars 2020 -

What about so-called «fragile» employees?

The risk of contamination of certain employees requires greater preventive measures, as the consequences of the virus on health are more serious. These include pregnant women and employees who already have chronic illnesses (respiratory/cardiac problems, diabetes, etc.).

After assessing all the factors of contamination and the possible consequences on the health of the employee concerned, the «fragile» employee may be recommended to obtain medical advice and, if necessary, to take time off work in order to avoid any dangerous exposure.

In the absence of a prescribed work stoppage, the employee may be asked - as a preventive measure - to remain at his or her do-micile. In this case, remuneration must be maintained in full.

Finally, if one of your employees returns from a risk area, preventive measures must be taken to protect the health of the other employees. These measures may include teleworking, if the position is suitable. A reorganization of the workplace can also be considered. Failing this, paid holidays already taken may be moved (to cover a period of isolation), and JRTTs may be imposed (if the company has a collective agreement).

The social service remains at your entire disposal to help you prevent the risks linked to the spread of the virus.