

# Outdoor Work and COVID-19

May 5, 2020

## Speakers

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## Note

This resource does not replace the Occupational Health and Safety Act (OHSA) and its regulations, and should not be used as or considered legal advice. Health and safety inspectors apply the law based on the facts in the workplace.

It is the responsibility of workplace parties to ensure compliance with the legislation. This document does not constitute legal advice.

# Objectives

- ❖ To outline the risks associated with COVID19 and how to reduce the spread in the workplace
- ❖ To provide information about resources available to assist workplace parties

# The 2019 novel coronavirus (COVID-19)

- ❖ The 2019 novel coronavirus (COVID-19) causes a respiratory infection that originated in Wuhan, China and has expanded into Canada and many other countries around the world.
- ❖ The virus typically spreads through close personal contact with an infected person or touching an infected surface, and then touching your mouth, nose or eyes.

# Compliance

Employers and workers need to consider how they can work safely and prevent the spread of COVID-19.

All measures taken to prevent the spread of COVID-19 should be done in compliance with requirements under the [Occupational Health and Safety Act](#), [Emergency Orders](#) made under the [Emergency Management and Civil Protection Act](#) (EMCPA), and public health directives and guidance issued by Ontario's Chief Medical Officer of Health and the [Ministry of Health](#).

## Consider the following:

- ❖ Screening to prevent workers who may have COVID-19 from coming to work
  - \*symptoms include: cough, fever, difficulty breathing***
- ❖ Ensure physical distancing (a 2m separation) between workers, where possible
  - ❖ Consider changing the work layout, work schedule or job rotation to allow distance at start and end of work and during lunch and other breaks.
  - ❖ Consider limiting the number of entry points and using floor markings to show where people should move and how they should distance themselves.
- ❖ Provision of hygiene supplies (soap and water or hand sanitizer)
- ❖ Cleaning and disinfection of high-touch surfaces (shared tools, controls, handrails, doors, lunch tables)
- ❖ Other precautions including the use of personal protective equipment (PPE)

## 2 metre separation

- ❖ Where possible, workers are encouraged to keep 2 metres apart.
- ❖ In circumstances where 2 metres cannot be maintained, the employer must protect the worker from the hazard.
- ❖ Control measures including robust screening, hand hygiene, cough/sneeze etiquette and frequent cleaning of high touch surfaces are even more important.
- ❖ In the hierarchy of controls the last line of defence is personal protective equipment (PPE). If workers are required to wear PPE, workers must be trained in its use (including proper removal and disposal), care and limitations.



# Employer responsibilities

Employers have obligations under the Occupational Health and Safety Act (OHSA) and its regulations to protect workers from hazards in the workplace, including infectious diseases.

❖ Under OHSA Employers must:

- Ensure workers know about hazards and dangers by providing information, instruction and supervision on how to work safely
- Ensure supervisors know what is required to protect workers' health and safety on the job
- Create workplace health and safety policies and procedures
- Ensure everyone follows the law and the workplace health and safety policies and procedures
- Ensure workers wear and use the right protective equipment; and,
- **Do everything reasonable in the circumstances to protect workers**

# Worker rights

The OHSA gives workers three important rights:

1. The right to know about hazards in their work and get information, supervision and instruction to protect their health and safety on the job.
2. The right to participate in identifying and solving workplace health and safety problems either through a health and safety representative or a worker member of a joint health and safety committee.
3. The right to refuse work that they believe is dangerous to their health and safety or that of any other worker in the workplace.

Workers should raise any concerns to their:

- supervisor
- joint health and safety committee
- health and safety representative

# Worker responsibilities

- ❖ Under OHSA, worker responsibilities include:
  - ❖ reporting hazards in the workplace
  - ❖ working safely and following safe work practices
  - ❖ using the required personal protective equipment
  - ❖ participating in health and safety programs established for the workplace

## Protecting against COVID19

When determining reasonable precautions for the protection of workers during the pandemic, employers should follow the guidance provided by Public Health Ontario and the [Ministry of Health](#). This includes encouraging workers to:

- ❖ wash hands often with soap and water or alcohol-based hand sanitizer
- ❖ sneeze and cough into sleeve
- ❖ if a tissue is used, discard immediately and wash hands afterward
- ❖ avoid touching eyes, nose or mouth
- ❖ avoid contact with people who are sick
- ❖ avoid high-touch areas, where possible, or ensure hands are cleaned afterward
- ❖ where possible, wear gloves when interacting with high-touch areas. Do not touch face with gloved hands. Take care when removing gloves. Ensure hands are washed after removing gloves.

## What if a worker tests positive for COVID19?

Under the Occupational Health and Safety Act (OHSA), [subsection 52(2)], if an employer is advised that a worker has an occupational illness **due to an exposure at the workplace** or that a claim has been filed with the Workplace Safety and Insurance Board (WSIB), the employer is required to notify the ministry in writing within four days.

If you have questions or would like to report a critical injury, fatality or report an occupational illness, please call:

**Occupational Health and Safety Contact Centre**  
**1-877-202-0008.**

## Applicable legislation and regulations

- ❖ MLTSD Inspectors continue to enforce the OHSA and its regulations, including but not limited to the following:
  - [Occupational Health and Safety Act](#), (OHSA)
  - [Industrial Establishments](#), Regulation 851
  - [Construction Projects](#), Regulation 213
  
- ❖ MLTSD Inspectors also have the authority to enforce:
  - [Emergency Orders](#) made under the [Emergency Management and Civil Protection Act](#) (EMCPA)

## Printable posters

- ❖ How to Self-Isolate: <https://www.publichealthontario.ca/-/media/documents/ncov/factsheet-covid-19-how-to-self-isolate.pdf?la=en>
- ❖ How to Self-Monitor: <https://www.publichealthontario.ca/-/media/documents/ncov/factsheet-covid-19-self-monitor.pdf?la=en>
- ❖ Cleaning and Disinfection for Public Settings: <https://www.publichealthontario.ca/-/media/documents/ncov/factsheet-covid-19-environmental-cleaning.pdf?la=en>
- ❖ Public Health Ontario's How to Handwash Poster: <https://www.publichealthontario.ca/-/media/documents/jcyh-handwash.pdf?la=en>

## Online Resources

Employers and workers can refer to the Ministry's [Guide to the Occupational Health and Safety Act](#) to understand their health and safety rights and responsibilities. They may also wish to contact one of the [health and safety partners](#) for assistance.

Ministry of Health produced the following guidance documents:  
[Guidance for Industry Operators](#)

Please check the [Ministry of Health \(MOH\) COVID-19](#) website regularly for updates, FAQs, and other information related to COVID19.



# **COVID-19 RETURN TO BUSINESS**

## **LANDSCAPE SECTOR**

**MAY 5, 2020**

# Workplace Safety & Prevention Services (WSPS)

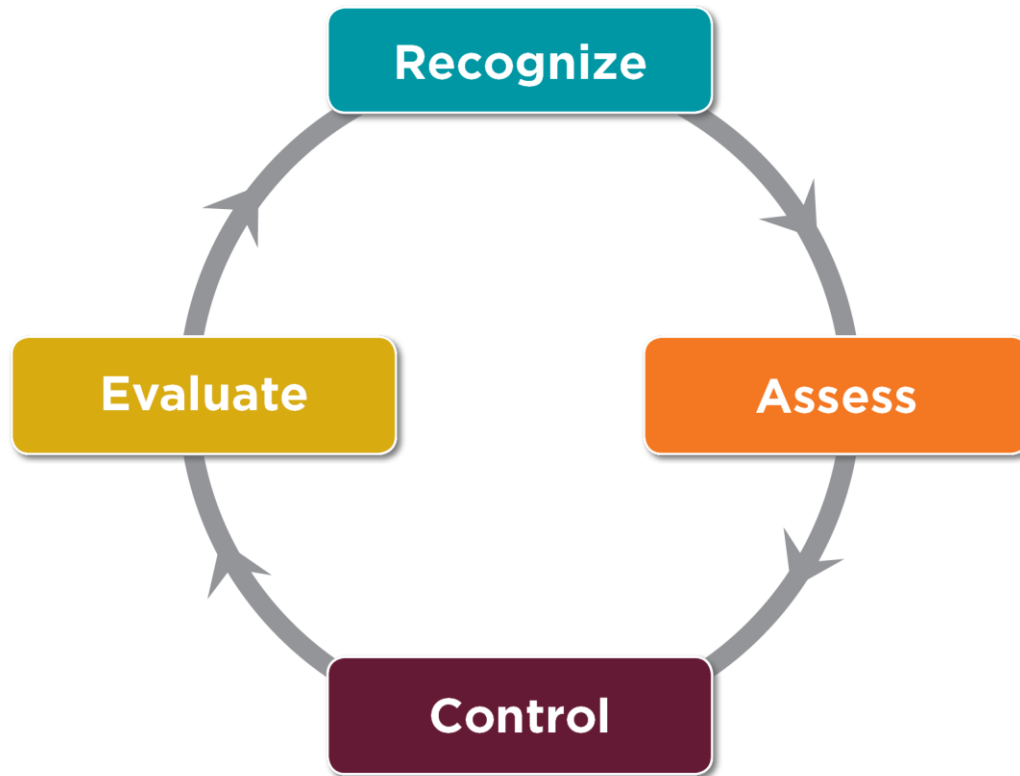
- Workplace Safety & Prevention Services (WSPS) is a not-for-profit organization committed to protecting Ontario workers and businesses
- A proud partner in Ontario's occupational health and safety system and of Landscape Ontario
- Offer health and safety expertise, consulting, training and resources

**Every worker. Healthy and safe. Every day.**

# Objectives

- Review steps to prepare for return to business
  - Recognize, Assess, Control and Evaluate
- Review guidance for landscape sector
- Review available resources and support

# Steps to Prepare for Return to Business




# Guidance for Landscape Sector

- Workplaces must take action to protect workers from COVID-19
- Follow the most current recommendations
- Return to business
  - [Pandemic Response: Return to Business Checklist](#)
  - [Post Pandemic Checklist: For Businesses Returning After Shutdown](#)
  - [Post Pandemic Checklist: For Businesses Returning After Working Remotely](#)

# Guidance for Landscape Sector

- Guidance
  - [Garden Centres](#)
  - [Lawn Care](#)
  - [Transportation](#)
- Posters



Workplace Safety & Prevention Services

Workplace Safety & Prevention Services  
Guidance on Health and Safety for Garden Centre Sector During COVID-19

OVERVIEW

This is not a legal document and employers are advised to seek legal advice. Employers and constructors have obligations to protect workers from hazards in the workplace as set out in the *Occupational Health and Safety Act* (OHSA) and its regulations and the directives coming from the Chief Medical Officer of Health.

Workers should raise any concerns to their:

- supervisor
- joint health and safety committee
- health and safety representative

This will help ensure the employer has taken all reasonable precautions.

Ontario is currently in the midst of a global pandemic. While the COVID-19 situation is changing rapidly, the legislation and regulations used to govern Ontario's workplaces are not.

Under Ontario law, employers have the duty to keep workers and work sites safe and free of hazards. Workers have the right to refuse unsafe work. If health and safety concerns are not resolved internally, a worker can seek enforcement by filing a complaint with the ministry's Health and Safety Contact Centre at 1-877-202-0008. Failure of the employer or constructor to comply with the OHSA and its regulations could result in a stop-work order upon inspection by the Ministry of Labour, Training and Skills Development.

BEST PRACTICES

We know that every workplace is unique. That makes it so important that every workplace assess functions carried out by their workforce to ensure they take action to protect against the three main hazards presented by COVID-19.

Things like practicing physical distancing (staying 2 metres away from others), proper hand hygiene, keeping surfaces and objects clean, and preventing contact with potentially infected people – these are all critically important measures. Other information on how you can protect yourself is available on [ontario.ca/coronavirus](https://ontario.ca/coronavirus).

We have provided some protection advice below for your consideration. Please keep in mind that introducing any new protective measures should be done as part of a full review of other workplace hazards – not just COVID 19 alone. Employers should consult with Joint Health and Safety Committees/Health and Safety Representatives in the workplace on measures to protect workers in the workplace. We want to ensure we enhance our safety, not cause other issues.

Some workplaces already have some existing controls in place that may help reduce the risk of exposure to workers as well, so regular 'check-ins' on how controls are helping is highly recommended.

# Resources and Support

- [COVID-19 Resources and Updates](#)
  - [Pandemic Response: Return to Business Checklist](#)
  - [Post Pandemic Checklist: For Businesses Returning After Shutdown](#)
  - [Post Pandemic Checklist: For Businesses Returning After Working Remotely](#)
  - [Mental Health](#)
  - [FAQ PPE Considerations](#)
- [Landscape Safety Awareness e-Course](#)
- [Landscape Ontario Workplace Safety Tailgate Talks for the Landscaping Industry](#)

# Thank You

## **Duty Consultant**

Monday to Friday: 7 am to 7 pm

1-877-494-WSPS (9777)

[dutyconsultant@wsps.ca](mailto:dutyconsultant@wsps.ca)

## **Customer Care**

1-877-494-WSPS

[customercare@wsps.ca](mailto:customercare@wsps.ca)

[WSPS.CA](http://WSPS.CA)



# WSIB's Health and Safety Excellence program

## *COVID-19 Support package*

May, 2020

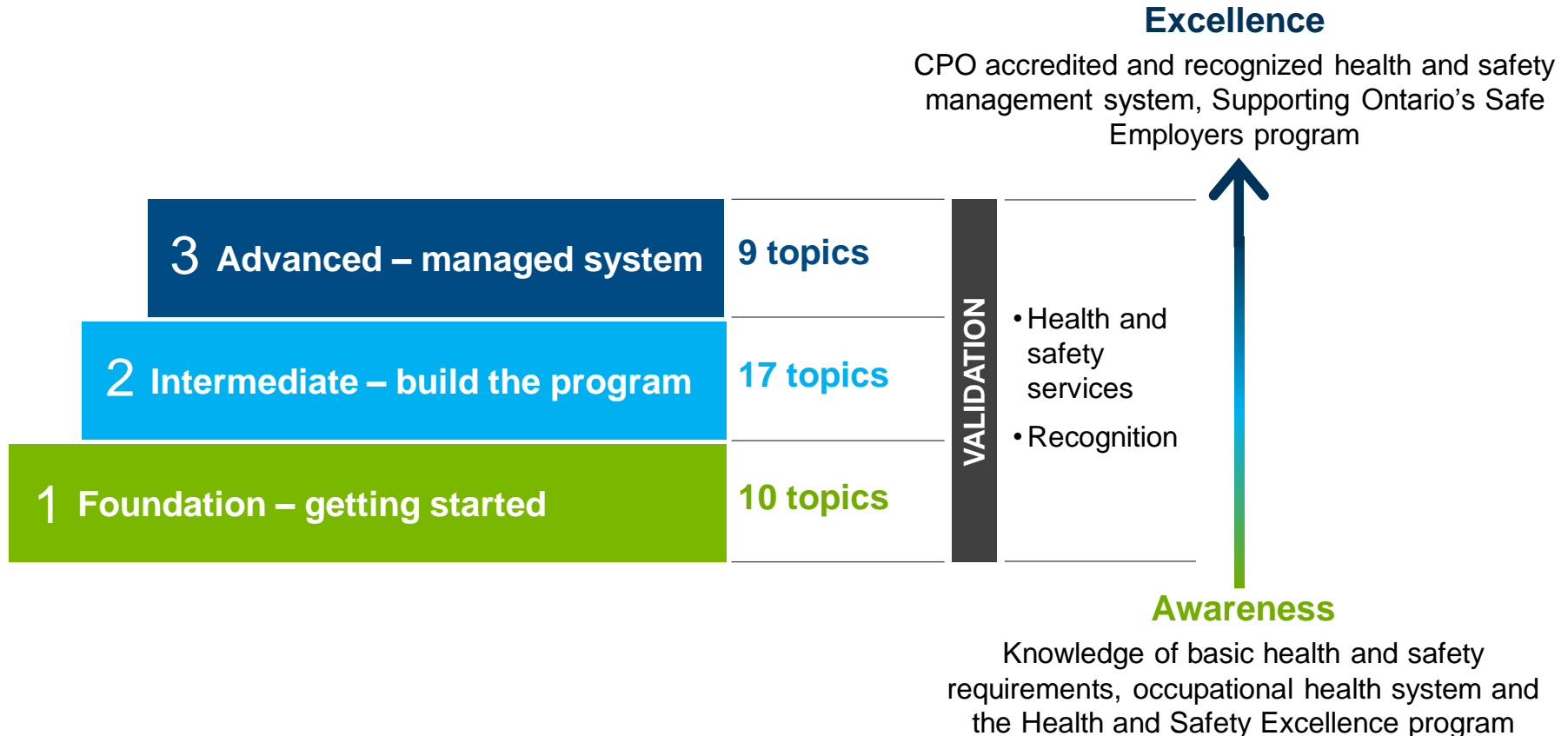
# Health and Safety Excellence program support in implementing government safety guidelines

- Employers are taking every step possible to protect their employees and the public and keep their business running. The WSIB's **Health and Safety Excellence program** can help meet these challenges.
- Employers developing COVID-19 related policies and procedures, for instance, based on the Ontario Government's safety guidelines **can receive rebates on WSIB premiums and other recognition**, through the Health and Safety Excellence program.
- There are [36 health and safety topics](#) in the Excellence program that can help employers navigate a path through the COVID-19 pandemic and build a more resilient, sustainable business.
- There are **five topics specific to addressing the priorities outlined in the government's safety guidelines**

# Health and Safety Excellence program topics to help employers address COVID-19

Topic	How it can help you address COVID-19
Control of hazards	Control the spread of COVID-19 through implementation of engineering controls, administrative controls, safe work practices such as hygiene and sanitation, and PPE.
Risk assessment	Assess the health and safety risks of new work locations and/or work tasks resulting from COVID-19.
Emergency prevention and preparedness	Ensure your organization is ready to address challenges resulting from COVID-19 and is prepared for a potential second wave
Emergency response	Define a work plan to address COVID-19 and prevent further spread and how to safely resume operations
Workplace health promotion	Support employee mental health through the pandemic and beyond to build and sustain a more resilient workforce

# Health and safety excellence program levels



# WSIB Covid-19 supports for employers

- WSIB updates on COVID19 - <https://www.wsib.ca/en/novel-coronavirus-covid-19-update>
- How the WSIB is making decisions on COVID-19 related claims, see Adjudicative approach document - <https://www.wsib.ca/sites/default/files/2020-03/adjudicativeapproachnovelcoronavirus.pdf>
- WSIB financial relief package - <https://www.wsib.ca/en/financialrelief>
- WSIB online services: [wsib.ca/online-services](https://www.wsib.ca/en/online-services)

# Questions?

# Thank You!