

Overview	Legal Change	Action required
<p><b>Internships</b> Changes to Regulations covering internships providing greater protections.</p>	<p>Federal legislation which came into effect from September 1<sup>st</sup> 2020 limits unpaid internships to those that are part of an educational programme.</p> <p><b>With effect from September 1<sup>st</sup> 2020:</b></p> <p><b>Student interns</b> who are fulfilling the requirements of an educational programme can be unpaid and will be entitled to certain labour standard protections including:</p> <ul style="list-style-type: none"> <li>- Standard hours of work;</li> <li>- 30 minute breaks; and</li> <li>- General holiday</li> </ul> <p><b>Interns (paid)</b> will be entitled to full labour standard protections, including the right to be paid at least minimum wage.</p>	<p>The changes are in effect now.</p> <p>You should become familiar with the new rules that apply.</p> <p>Ensure any internships (whether unpaid or paid) offered by your business are compliant with the new Regulations.</p>
<p><b>Ontario- COVID-19 Employment Standards</b> Extension of the 'COVID-19' period</p>	<p>Ontario government passed a Regulation that changes certain Employment Standards Act (ESA) Rules during the "COVID-19 period". This period has now been extended to January 2<sup>nd</sup> 2021.</p> <p><b>During the "COVID-19 period" (March 1<sup>st</sup> 2020 - January 2<sup>nd</sup> 2021):</b></p> <ul style="list-style-type: none"> <li>- Non-unionised employees are not considered laid off or constructively dismissed if their employer temporarily reduces or eliminates their hours of work or wages for reasons related to COVID-19; and</li> <li>- Non-unionised employees whose employer temporarily reduces or eliminates their hours of work for COVID-19 related reasons is deemed to be on a job-protected infectious disease emergency leave. Employees on such leave are generally entitled to the same rights as employees who take pregnancy or parental leave.</li> </ul> <p><b>After the COVID-19 period (January 3<sup>rd</sup> 2021 - onwards):</b></p> <ul style="list-style-type: none"> <li>- Employees will no longer be deemed to be on infectious disease emergency leave.</li> <li>- ESA's regular rules on constructive dismissal resume.</li> <li>- ESA's regular rules on temporary layoff resume.</li> </ul>	<p>Ensure any of your employees who have had their hours of work eliminated or reduced for reasons related to COVID-19 are treated as on infectious disease emergency leave.</p> <p>Employers cannot threaten, fire or penalise in any way an employee who takes or plans on taking an infectious disease emergency leave.</p> <p>Note that this regime comes to an end on January 2<sup>nd</sup> 2021.</p>

This is a high level general update only. Legal advice should be obtained on specific circumstances.

