



COVID-19 BULLETIN – MAY 7, 2020

By Graeme McFarlane and Adam van der Linde CD

As British Columbia prepares for a graduated reopening of businesses and industry across the province, the return to work may bring with it a host of challenges.

Just as we could not foresee all the issues that would come from social distancing (some bad – like a gap in post-secondary training, and some good – like a rise in green initiatives), we cannot predict all the fallout that will come with the return to work.

That being said, things are opening up soon, and we can at least foresee some of the issues that will come up and plan for them. We have been listening to you and developing strategies while thinking about a whole number of topics. Those issues include the following.

For Employers from a Policy perspective:

- What are my Health and Safety Obligations and how are they different than before?
- Are there industry specific rules that apply to my organization?
- The government is telling us not to let employees work if they are sick, but our organization does not have any paid sick leave/other paid leaves. How should we handle this situation?
- Can we be selective in who gets recalled to work, and how can we decide?
- If our revenue goes up will this affect our eligibility for CEWS? How can we manage this situation?
- How to respond to refusals to return due to fear of COVID exposure
- How to protect our employees from COVID exposure and comply with the Provincial Health Directives
- How to accommodate our employees with high risk family members
- How to respond to employees who want to stay on CERB
- How to address mental health issues that may have stemmed from the COVID situation and working at home

These questions and more will rapidly come to the forefront as work resumes. It will be important to make sure that you have plans in place to address some of these expected issues. More will almost certainly arise, and if you have a plan in place, it will be much easier to deal with any unexpected events.

We are thinking about all of these things (and more), and [we are here to help!](#)



Navigating COVID-19 in the Workplace

For further information relating to the COVID-19 pandemic and how it may impact your workplace, please look to our previous bulletins, which can be found on [Roper Greyell's COVID-19 resource page](#).

This memorandum is current to the afternoon of **May 7, 2020**, but the pandemic and the responses of federal and provincial governments continue to evolve, and this may impact the accuracy of the information in this bulletin. If in doubt about whether anything in this document is still current, please do not hesitate to [contact us](#).

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