



# **Bill 284 - Compensation for OTs due to Covid-19**



On April 29, 2021, Ontario passed legislation to temporarily provide up to three paid leave days to eligible workers for reasons relating to COVID-19. The legislation can be found at: <https://www.ola.org/en/legislative-business/bills/parliament-42/session-1/bill-284>

Bill 284 is not a 'sick leave program' but, rather, a supplement to the unpaid Infectious Disease Emergency Leave (IDEL) provisions under the *Employment Standards Act, 2000*. The paid Infectious Disease Emergency Leave (IDEL) came into effect April 19, 2021, and will end on December 31, 2021, unless extended by regulation. The purpose of IDEL is to provide paid time off for COVID-19-related matters, including vaccinations. Claims for compensation under this legislation can be made retroactively to April 19, 2021.

Employees who are covered under the *Employment Standards Act* and who do not have access to a sick leave plan qualify for the paid leave entitlement under Bill 284. **Employees, including Temporary and Casual Employees such as Occasional Teachers, are paid their normal daily rate up to a maximum of \$200.00 per day and would not be eligible to work or be receive additional pay for the day. Payment for the day will be in the form of a lump sum payment and will not count towards a day worked (e.g., payment will not count towards maintaining status on a list, benefits eligibility etc.).**

**If you are a retiree in receipt of OTPP payments, please include this payment when you count your days worked to ensure you do not exceed your OTPP limit on the number of days you are allowed to teach.**

A qualified employee would be entitled to a paid leave of absence under Bill 284 because of one or more of the following reasons:

- the employee is under individual medical investigation, supervision, or treatment for COVID-19, including being vaccinated or recovering from vaccination.
- the employee is acting in accordance with a section 22 or section 35 order under the *Health Protection and Promotion Act* that relates to COVID-19 (e.g., their workplace is shut down by a Public Health Unit and they are directed to self-isolate, etc.);
- the employee is in quarantine or isolation as a result of information or direction from a Public Health Unit official, a qualified medical practitioner, Telehealth Ontario, the Government of Ontario, the Government of Canada, a municipal council, or board of health.
- the employee is given a direction by their employer in response to a concern that the employee may expose others in the workplace to COVID-19; and
- the employee is providing care for a family member (i.e., dependent) who is under medical investigation, is receiving treatment or is under quarantine/isolation due to COVID-19.

## **How do I apply for this compensation?**

TDSB occasional employees will need to access and complete a Google Form application process to submit to the TDSB Occasional Teaching Office. Please email your Toronto OT Local Vice-Presidents (Surnames A-L: Marisa Gallippi or Surnames M-Z: Sophie Kroesen) to inquire about submitting a claim for compensation due to COVID-19-related matters.

Employers may require an employee to provide evidence reasonable in the circumstances to claim the entitlement; however, an employer is not permitted to require an employee to provide a certificate (i.e., medical note) from a qualified health practitioner to be eligible for the paid leave.

For long term absences due to Covid-19, the Government of Canada currently offers the Canada Recovery Sickness Benefit (CSRB).

**Toronto Occasional Teachers' Local - ETFO**  
**[www.etfo-torots.org](http://www.etfo-torots.org)**