COVID-19
UPDATES & RESOURCES

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Welcome and Introductions

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COVID-19
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Human Resource Perspectives
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To discuss

- Expansions to Employment Insurance
- Provincial changes to date
- Resources for Employers
- Preparing for labour disruptions
- Supporting your Employees
- Reflecting
Expansions to Employment Insurance

- Introduction of the Canada Emergency Response Benefit
- Provides workers $2000 every month for up to 4 month if workers must stay home and do not have access to paid sick leave
  - Workers who are eligible:
    - Those who have been quarantined or sick with COVID-19 or have been directed to self-isolate but do not qualify for EI sickness benefits
    - Workers who are taking care of a family member who is sick with COVID-19, such as an elderly parent
    - EI eligible and non-EI-Eligible working parents who must stay home without pay because of children who are sick or who need additional care because of school closures
    - Workers who still have their employment but are not being paid because there is currently not sufficient work and their employer has asked them not to come to work.
Expansions to Employment Insurance

- Changes to EI Sickness benefits. Provide 55% of insurable earnings up to a max. of $573 weekly for 15 weeks.
  - Waiting period of one-week has been waived
  - Medical certificates has been waived during quarantine period
Provincial Changes (to date)

- So far British Columbia, Alberta and Ontario have job protected leaves for those employees who:
  - Have COVID-19 and/or;
  - Are required to self isolate / self quarantine and/or;
  - Are caring for a child or dependent adult that is required to self isolate.
- Ontario and British Columbia have further job projected leaves for:
  - Those who must provide care to a child due to school closure
  - Have returned to province due to travel restrictions
Resources for Employers

- **BREAKING NEWS** Announced: March 27, 2020; 75% wage subsidy to small and medium size businesses. Details to come.
- Confirmed: Small business wage subsidy
  - Temporary wage subsidy; allows employers to reduce amount of payroll deductions required to be remitted to CRA
  - Available if taxable capital is less than $15 million annually
  - Equal to 10% of renumeration paid between March 18, 2020 – June 20, 2020; up to a maximum of $1,375 per EE and $25,000 per ER.
- Deferred CRA tax payments until August 31, 2020
- Increased business credit availability
- Provincial exemption increases to Health tax amounts and deferred payment due dates
  - Constantly changing, keep an eye on provincial pages
Resources for Employers

- Assess your pandemic preparedness plan

- Contains Pandemic Preparedness Plan / Policy templates – your clients will be asking for them!
Preparing for Labour Disruptions

- You will have labour disruptions.
  - Determine who is essential; ensure you have their backup cross trained
  - Distance essential individuals and their backup (they should never interact in person)
  - If labour levels reduce by 20%, how will you maintain service levels?
  - If labour levels reduce by 50%; who are your key accounts to service?
  - How will you communicate
Supporting your Employees

- Keep them safe; physically
  - Remember, PPE is always the last “saving resort”
  - How can you adjust procedures to ensure they are safer?
  - How can you bring the employee into the safety discussion?
  - Follow the expert’s suggestions!
Supporting your Employees

- Keep them safe; mentally
  - These are uneasy times for everyone
  - Encourage habits that support mental health
  - Overcommunicate, your people are looking for answers and guidance!
  - If you have an Employee Assistance Program, share the details often
Reflect

- Reflect often
  - There are many lessons to be learned through the Pandemic
  - Acknowledge and recognize employees going above & beyond
  - Take care of yourself
Canada and COVID-19

Ashley Amidon  
VP, Public Policy, NPMA

Jake Plevelich  
Director, Public Policy, NPMA

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Canada & COVID-19: Bill C-13

Wednesday afternoon Bill C-13 became law in Canada after extensive last-minute negotiations. The bill provides funding for individuals and businesses hurt by COVID-19 and expands the government’s ability to support those affected in the future.

There were multiple concerns that this package drastically expanded the power of the government and so became very contentious this week. Several problematic proposals were changed at the 11th hour to allow passage, including the removal of a provision that would have let the finance minister raise taxes without parliamentary approval.
Overall provisions of interest

- Cabinet ministers can spend any amount of money they deem needed in a public health emergency through Sept. 30, 2020.

- The Finance Minister will begin biweekly reporting to Parliament starting next week to provide a status update on how the funding is being used.
Support for Individuals: Last week two different emergency benefits were announced and through this bill have put tied together and renamed The Canada Emergency Response Benefit (CERB).

Under the program, individuals can receive up to $2,000 a month for the next four months, with an online portal up for applications on or about April 6th, with checks received within 10 days of applying.

This is a taxable benefit.
Canada & COVID-19: Individual Support

This benefit will apply to any Canadian out of work due to reasons related to COVID-19, including

- Sickness
- Quarantine
- Caregiving
- staying home to take care of children
- furloughed workers
- those who are still technically employed but not receiving income.

The benefit would cover wage-earners, contract workers, self-employed and gig industry individuals. This would apply whether an individual is eligible for unemployment insurance or not.
Support for Small & Medium Sized Businesses

Formed earlier in March this year, the Business Credit Availability Program (BCAP) will allow the Business Development Bank of Canada (BDC) and Export Development Canada (EDC) to provide more than $10 billion of additional support, largely targeted to small and medium-sized businesses. This program will allow BDC and EDC to work with private lenders and help individual businesses. Companies interested in taking part can get more information here and can contact their lending institutions to get started.
C-13 also provides eligible small employers a temporary wage subsidy for a period of three months (March 18, 2020 through June 19, 2020) based on a formula within the legislation.
Many Countries around the world are passing packages like C-13 in Canada and HR 6201 in the US. There is widespread expectation that future actions may be necessary to support both individuals and businesses, depending on how long this pandemic lasts.

NPMA will continue to monitor.
• Submitted letter advocating for pest control to be listed as an essential service to all 13 provinces and the 10 largest cities in Canada.

• Tracking provincial and local government action on our website.

March 18, 2020

Dear ______:

The professional pest control industry, an essential service, is responsible for the protection of public health, food and property. The Canadian Food Inspection Agency (CFIA) recognizes pests as a significant risk to the food chain and in 2015 Canada introduced the Safe Food for Canadians Regulations to protect the food chain. The World Health Organization’s (WHO) publication, Public Health Significance of Urban Pests outlines the dangers associated with pests in both commercial and residential settings. Lastly, the U.S. Environmental Protection Agency (EPA), U.S. Department of Health and Human Services, and the U.S. Department of Agriculture have prepared a list of significant public health pests, many of which are controlled by the professional pest control industry. We play a vital role in protecting our nation’s public health and food supply. Pests can spread diseases such as West Nile virus, Lyme disease, salmonellosis, hantavirus, and encephalitis. Stinging insects force half a million people to the emergency room every year. Cockroach and rodent allergens trigger asthma attacks in children; rodents contaminate or consume about 20% of the world’s food supply and bed bugs can cause allergic reactions. The importance of the pest control industry to the nation as an essential service cannot be understated.

As Ontario enacted their mandate to stay at home, pest control and extermination services were deemed essential. We hope that you will also classify pest control as
Provinces Closing Non-essential Businesses & Designating Pest Control as ESSENTIAL

- **British Columbia (3/26):** Pest Control is listed under “Sanitation”
  - Businesses that support environmental management/monitoring and spill cleanup and response, including environmental consulting firms, professional engineers and geoscientists, septic haulers, well drillers, pesticides applicators and exterminators, management of industrial sewage/effluent (e.g., for mining operations) and environmental laboratories; and

- **Ontario (3/24):** Pest Control is explicitly listed as an essential business activity under “Environmental Services”
  - “40. Businesses that support environmental management/monitoring and spill clean-up and response, including environmental consulting firms, professional engineers and geoscientists, septics haulers, well drillers, pesticides applicators and exterminators, management of industrial sewage/effluent (eg for mining operations), and environmental laboratories.”

- **Quebec (3/24):** Pest Control is essential under “Building maintenance and upkeep services”
  - Language States: Cleaning, upkeep and pest management
Canada & COVID-19: Provincial Actions = Outcomes

More Provinces

• New Brunswick (3/25): “Pest Management Services are considered to be an essential service and companies that provide this service are permitted to continue operating during the Declaration of the State of Emergency.” (Director of Pesticides Control – NB)

• Nova Scotia (3/25): Closes bars, restaurants, casinos, etc. Other businesses may operate (including pest control) must:
  • To stay open, you must enforce social distancing of 2 metres (6 feet) between people.
  • If you can’t maintain social distancing because of the physical size of your business, you must limit the number of customers or clients to no more than 5 people at a time.

• Saskatchewan (3/26): Not explicitly covered. (Construction, including Maintenance and Repair)

• PEI (3/26): Not explicitly covered. (Key Personal Services/Repair Services)

• Alberta (3/27 – list to be released) - PLEASE SHARE UPDATES WITH US!
Disinfection Services
Jim Fredericks, PhD, BCE
VP, Technical & Regulatory Affairs, NPMA

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Disinfection Services – Terminology

**Cleaning** - removal of visible soil from objects or surfaces (removes some germs)

**Disinfection** - eliminating pathogenic microorganisms, except bacterial spores, on inanimate objects (eliminates most germs, including viruses)

**Sterilization** - eliminating all microbial life through various physical or chemical methods
Always Read and Follow Label Directions

Disinfectants are regulated by the Natural Health Products Directorate, Health Canada’s Health Products and Food Branch (HPFB), not PMRA.

Health Canada has posted a list of hard-surface disinfectants for COVID-19.

Contact time is key for efficacious results.

Product will influence equipment selection.

PPE requirements vary based on label directions.
Disinfection Services – Business Practices

Continue to practice safety precautions

Check insurance coverage with your carrier

Develop a stand-alone contract/agreement
Disinfection Services – Regulatory Considerations

Licensing and certification requirements may vary

Contact Provincial authorities to confirm requirements

Requirements may change as a result of emergency rulemaking
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