

## My rights at work

Mandatory labour standards and health and safety measures for non-unionized workers and employment agency workers in all workplaces.



### Do you have to stay home because of COVID-19?

You have rights and can receive benefits depending on your situation. Check the situation that applies to you.



#### Do you have to self-isolate because you caught COVID-19 at work?

You may be entitled to financial benefits and services offered by the CNESST. **To make an application:**

- Gather facts that show you caught COVID-19 at work: \*
  - Take a test. If Public Health calls you to confirm your diagnosis of COVID-19, note the confirmation number
  - If a doctor confirms your COVID-19 infection, ask for a certificate
  - If a nurse assesses your symptoms as a likely COVID-19 infection, ask for a confirmation number
- Inform your employer as soon as possible
- Make your claim to the CNESST: [www.cnesst.gouv.qc.ca](http://www.cnesst.gouv.qc.ca)

\*Health care workers are automatically presumed to have caught COVID-19 at work and can apply immediately.

#### If you need help submitting your application:

Spanish	CSAI   Jose-Maria Ramirez 514 932 2953 ext. 210
Haitian Creole	La Maisonnée: Marie-Charlotte Staco Jean 514 271-3533
Punjabi	SIARI   Lakshmi Jaisimhan 514 738-4763
Hindi	SIARI   Lakshmi Jaisimhan 514 738-4763
Arabic	CSAI   Fadia Mahmoud 514 932-2953 ext. 232
Mandarin	CSAI   Mingyue Sun 514 932-2953 ext. 205
Tagalog	SIARI   Yolanda Catolos 514 738-4763
Farsi Dari	CSAI   Ghazaleh Moradian 514 932-2953 ext. 226
Russian	Bienvenue à NDG   Yuliya Strelnikova 514 561-5850

#### Benefits and services offered by the CNESST:

- Reimbursement of medical, travel and living expenses
- Financial compensation during your recovery if you can't work

#### Do you have COVID-19? Are you a contact but you cannot work from home? Has Public Health recommended that you self-isolate?



- You can be absent up to **14 days in a row for a health emergency, but your employer is not obliged to pay you**
- You are entitled to 2 (or more) days of sick leave per year paid by your employer
- You have the right to return to the job you held when you left, as well as all the benefits associated with it
- You could receive [financial assistance from the Government of Canada](#)

#### Do you have to stay home to care for a sick parent or a child who is in isolation because schools and daycares are closed?



- You can take **10 days** off work **per year** to care for a child or a parent (custody, education, health)
- You are entitled to 2 (or more) days of sick leave per year paid by your employer
- You have the right to return to the job you held when you left, as well as all the benefits associated with it
- You could receive [financial assistance from the Government of Canada](#)



## Are you pregnant or breastfeeding and are you concerned that COVID-19 is a hazard in your workplace? Contact the occupational health team at the Programme pour une maternité sans danger (PMSD) [Safe Maternity Program]

You may be eligible for the *Pour une maternité sans danger* program:

- The program allows a worker to receive benefits if she is eligible AND her employer is unable to comply with public health recommendations
- A counsellor will be able to analyze your work situation and advise you on the measures to be taken for your safety and that of your unborn or breastfeeding child

**Under Québec law your employer cannot lay you off after you announce that you are pregnant.**

**For support and questions about working conditions for pregnant and nursing workers, contact:**

Programme pour une maternité sans danger (PMSD) [pmsd.sat.ccsmtl@ssss.gouv.qc.ca](mailto:pmsd.sat.ccsmtl@ssss.gouv.qc.ca)  
514 858-2460

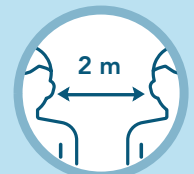
**Do you think your rights are not being respected? Do you have any questions? Contact the CNESST:**

[www.cnesst.gouv.qc.ca](http://www.cnesst.gouv.qc.ca) | 1 844 838-0808

## Mandatory COVID-19 preventive measures in the workplace:

- Ideally: keep a distance of 2 metres between each person (workers, customers, etc.)
- If not: install a physical barrier (e.g. Plexiglas) between each person (workers, clients, etc.)
- Last resort: if distancing is not possible at all times, use a medical mask and eye protection (goggles, visor) provided by the employer

**Your employer is counting on you to follow public health guidelines at all times and report if you have symptoms of COVID-19.**



## The employer's responsibilities

- Warn employees not to come to work if they have COVID-19 type symptoms
- Check for symptoms (triage, questionnaire, etc.) at the beginning of each shift
- Insist that employees report if they test positive for COVID-19
- Enforce physical distancing measures at all times, including during travel and rest times
- Provide workers with medical masks and eye protection (glasses or visor) if necessary
- Give workers the tools they need to comply with public health measures (access to running water, soap, sanitizer, contactless garbage bins, paper or disposable towels, posters, training, etc.)
- Frequently clean heavy-use objects (e.g. ramps, handles), common areas (e.g. dining rooms) and sanitary facilities (bathrooms)
- Respect public health instructions for everyone in the establishment

**If you use employee bus transportation your employer must:**

- Enforce the 2 m distance in the pre-boarding line
- Provide you with hand sanitizers
- Provide you with a plastic bag for your garbage
- Free up seats to promote distancing
- Provide you with a medical mask
- Ask you not to eat or drink
- Keep the windows open
- Assign you the same seat for each trip

**Do you have concerns or questions about prevention measures in your workplace?**

Contact the occupational health team of the Direction régionale de santé publique de Montréal at 514 948-7513. The call is anonymous and can be made in several languages.

*Produced by the Direction régionale de santé publique of the CIUSSS du Centre-Sud-de-l'Île-de-Montréal, in collaboration with the Table de concertation des organismes au service des personnes réfugiées et immigrantes (TCRI), the SHERPA University Institute, CoVivre, the Immigrant Workers Center (IWC) and the Commission sur les normes, l'équité la santé et la sécurité au travail (CNESST).*