

FAQs for ATA Members

As of March 25, 2020

Governments are responding to the evolving COVID-19 pandemic in a fluid manner and information is coming at us quickly. The ATA has gone through government and public health sources for you and has compiled some key information, based on your questions and concerns. *Note: This information is as of March 25, 2020 and may be subject to change.*

Q: The Province of Manitoba declared a state of emergency on March 20, 2020. What orders have been issued by public health officials for public places?

A: Orders, which are non-negotiable, include the following:

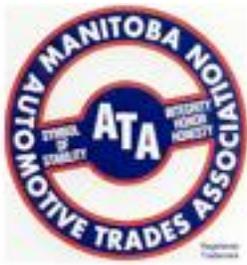
- Limit public gatherings to less than 50 people, including places of worship, family events, weddings and funerals;
- Require retailers, (which includes collision repair facilities) to ensure separation of two metres between patrons in their facility;
- Limit hospitality premises such as restaurants or theatres to 50 people, or 50 per cent of capacity (whichever is less);
- Close bingo and gaming centres including casinos; and
- Close wellness centres, such as gyms and fitness centres.

Q: What additional precautions has the Chief Provincial Public Health Officer also advised to follow?

A: The following precautions are also advised:

- Do not provide services to patrons with respiratory illness;
- Do not provide services to those who should be self isolating. That includes people who have recently returned from international travel or are contacts of people who have tested positive for COVID-19;
- Service providers should maintain strict hand hygiene;
- Service providers should ensure good social distancing between patrons;
- Managers should ensure that any staff who are ill should remain at home, and any staff who become ill at work should be sent home immediately.
- If any staff in the facility develop respiratory symptoms, they should not provide services and should self-isolate at home until they are well.
- **At this time, the public health orders do not apply to workplaces. However, workplaces are advised to continue following social distancing practices.**

Q: Does the state of emergency have any impacts on my business?



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A: No, the state of emergency has no direct impact to collision repair businesses. However, as described above, public health orders may have impacts to the operations of certain business such as restaurants and theatres. **Even if you are not impacted by the order, proper social distancing should be practiced.**

Q: **Do I have to limit the number of people allowed in my retail business?**

A: No, the 50 people maximum order at a public gathering is intended for public events such as weddings, funerals or worship.

Q: **How long will the state of emergency remain in effect?**

A: The state of emergency will remain in effect for 30 days and can be extended if necessary.

Q: **Where can I get a copy of the Emergency Measures Act to learn more about a state of emergency?**

A: You can read more on the Emergency Measures Act and a state of emergency online at <https://web2.gov.mb.ca/laws/statutes/ccsm/e080e.php>

Q: **Where can I get up-to-date information about the rights and responsibilities of an employer during these unprecedented business conditions?**

A: You can learn more by visiting the Employment Standards website at <https://www.gov.mb.ca/labour/standards/index.html>

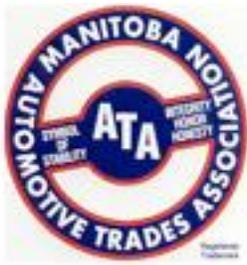
Q: **Workers have the right to refuse work that they reasonably believe is a danger to their safety and health. Where can I learn more about the Workplace Safety and Health Act?**

A: To learn more about the legal process that work refusals must follow, visit <https://www.gov.mb.ca/covid19/infomanitobans/workplaces.html>¹.

Q: **What is the federal government's tax response to COVID-19?**

A: New announcements are being made every few days related to tax filling deadlines, tax credits and benefits and more. For updated information, a good source is a Canadian accounting, tax and business consulting firm. Here is a link to MNP: <https://www.mnp.ca/en/posts/march-23-2020-federal-tax-response-to-covid-19>

¹ Workplaces with collective agreements in place may have additional steps or requirements.



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Q: Manitoba's Collision Repairs are preparing to see a drop in Direct Repair estimates and vehicle repair appointments. What options do we have?

A: The federal government has announced changes to the Work-Sharing program. Temporary special measures are being implemented to support employers and employees affected by the downturn in business caused by COVID-19. The measures allow for eligible employers to retain skilled employees and workers to remain employed during the temporary downturn in business due to COVID-19. The temporary special measures will: extend the Work-Sharing agreements by an additional 38 weeks; wave the mandatory waiting period between agreements; and ease the recovery plan requirements. Learn more here: <https://www.canada.ca/en/employment-social-development/services/work-sharing/apply.html>. Changes are also being made to Employment Insurance. Find out more here: <https://www.canada.ca/en/employment-social-development/corporate/notices/coronavirus.html>

Q: Will Manitoba's automotive repair industry be deemed an "essential service" like it was in Ontario on March 23?

A: Right now, Canada lacks a uniform approach to what constitutes essential services. Manitoba's Essential Services Act addresses departments or services of the Manitoba Government that have collective agreements. Manitoba's essential services legislation does not speak to employers in the private sector. As of March 24, Manitoba has not released a list of essential services. If and when Manitoba releases a list of essential services, Manitoba's designation of essential services may or may not match Ontario's list.