

**SCHOOLBUS**ONTARIO



August 13, 2020

# Guidance Documents

## Back to School Guidance Documents

- General guidance documents released last week and each board is releasing new plans daily
- All plans are being vetted by local public health departments
- Links to the guidance documents can be found on our and in the fact sheets we've sent out via e-blast: <https://news.ontario.ca/opo/en/2020/07/ontario-releases-plan-for-safe-reopening-of-schools-in-september>
- <https://www.ontario.ca/page/guide-reopening-ontarios-schools#section-9>



# Personal Protective Equipment (PPE)

- Operators will be provided with PPE: masks, gloves, visors/goggles, hand sanitizer, sprayers, cleaning solutions by consortia
- Province allocated \$40M for cleaning and sanitizing of buses – seeking clarity now on if that is to be used for additional labour for cleaning
- Drivers to wear masks and visors to be put on/off while students get on/off bus
- Sanitizer to be available if requested
- Buses to be cleaned after morning run and evening run by the drivers



# Guidance Recommendations

- School Boards surveying parents to determine transportation needs
- We will know how many students per bus once those surveys are complete
- In the absence of physical distancing, non-medical masks are mandatory for grades 4 & up; under grade 4 it is recommended.
- SBO is recommending to parents all children wear masks unless medical condition prevents usage
- Recommended the seat behind driver should be empty to assist with physical distancing
- Recommended that if possible, windows to be open to help with ventilation
- More recommendations: <https://www.pshsa.ca/resources/health-and-safety-guidance-during-covid-19-for-student-transportation-employer>



# Recommendations



- Communicate with your drivers on what you know thus far
- Tell them the importance of wearing PPE and adhering to the guidelines
- Send them links to your local public health units & ensure they read the materials – this protects them and you
- Have signage in your workplace about physical distancing, hand hygiene & other COVID-19 rules, look at floor stickers as well (can use masking tape)
- Have self-assessment check list available for employees and have them do a self assessment daily
- Driver lounges or gathering spaces should not be opened to prevent congregating
- Plexiglass should be installed in high trafficked areas
- Daily log books of people entering the workplace advised
- More information: <https://www.ontario.ca/page/develop-your-covid-19-workplace-safety-plan>
- Signage: <https://www.albertahealthservices.ca/topics/Page17000.aspx>

# Outstanding Questions / Clarity Required

- Cleaning/sanitizing & labour costs
- Driver Retention Plan for the fall
- Numbers of students on the bus (after surveys)
- Seeking clarity on staggered bell (start/dismissal times) – some high schools in some regions & how affects contracts
- Some plans include refusing to allow students on the bus if obvious signs of sickness – need clarity on this
- Some media reports indicate drivers are to walk students to school office if sick
- Attendance & assigned seating requirements
- Visor storage while driving
- Hand sanitizer dispenser
- Contract tracing



# Driver Retention

- SBO has been asked to determine extent of driver shortage or driver reluctance
- Survey has been sent to you – ask that you fill it out so we can pass that information along to Ministry
- We have not had any assurances of a Driver Retention Plan (DRP) for the upcoming school year but we are cautiously optimistic

# WSIB Rules



**Question:** If one of our employees gets COVID-19 and gets seriously ill or passes away, what is our liability?

**Answer:** First, seek legal advice on anything relating to WSIB because our answers to you are not intended to be legal advice nor replace legal advice. Our answer is only intended to be a guideline.

- Insured through WSIB to prevent lawsuits; 99% of claims do not end up in court or with the claimant trying to seek further damages
  - May be difficult to prove COVID-19 was 100 % contracted through work
  - Protect yourself – put up signage around office, arm your drivers with information on COVID-19; train them on proper usage, limit driver lounges or places to congregate; remind them that congregating closely while waiting for school to let out is inadvisable



# COVID-19 & PPE



## Question

**Question:** I have an employee who doesn't want to wear a mask/visor/gloves. OR I have an employee who says he/she can't wear one.

## Answer #1

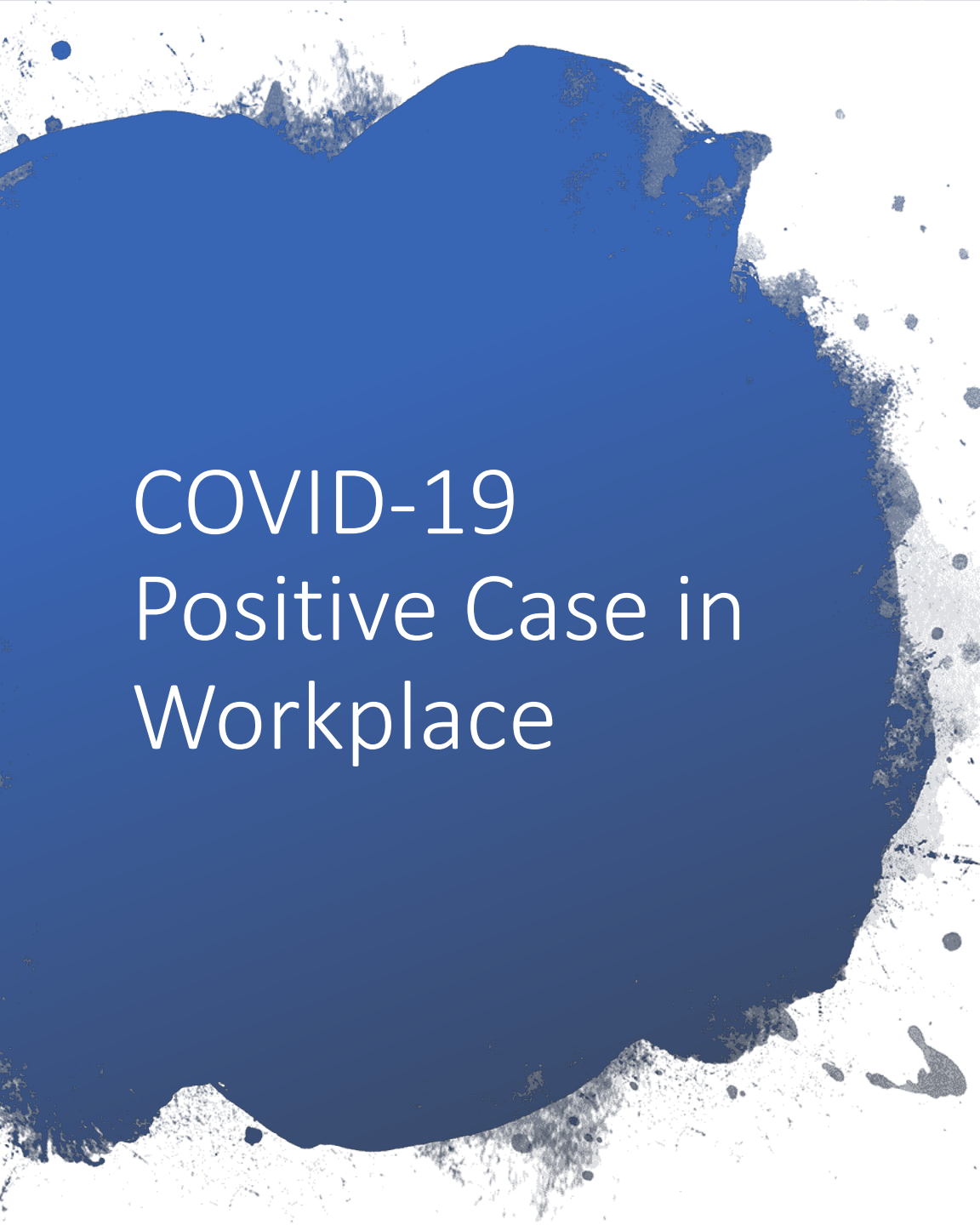
**Answer:** You are providing them with PPE to keep them safe. They have to wear the mask as it is the rule in your workplace.

*\*not considered legal advice*

## Answer #2

**Answer:** If they cannot wear one because of a medical condition, then authenticate that with a doctor note and, if you can, work with the doctor to determine what can be done to help accommodate this person's needs.

*\*not considered legal advice*



# COVID-19 Positive Case in Workplace

- Have a written plan in place in the event of a positive case
- Notify the Ministry of Labour, your workplace joint health and safety committee, trade union (if applicable)
- Have the employee go home immediately and seek medical attention
- Notify public health and have information available on who that person was in contact with at your workplace
- Follow public health guidance on whether others need to self-isolate and then clean/sanitize
- More information:  
<https://www.ontario.ca/page/develop-your-covid-19-workplace-safety-plan>

# Quick Reference - Links for Information

- [Guide](#) to Re-Opening Ontario Schools – Transportation Information
- Ontario [Announcement](#) on the Safe Re-Opening of Schools
- Public Services Health and Safety Association of Student Transportation Services [Guidance](#)
- Addressing [Work Refusals](#)
- Self Assessment [Guide](#)
- Preventing COVID-19 in the Workplace [Factsheet](#)
- Employment Standards [Guidance](#) around COVID-19
- Government of Canada [Resources](#) for Business
- Government of Canada [Economic Support](#) for Business
- Canadian Federation of Independent Businesses: [COVID-19 Small Business Help Centre](#)
- Ontario Chamber of Commerce: [Pandemic Preparedness Toolkit for COVID-19](#)
- Canadian Chamber of Commerce: [COVID-19 Business Resilience](#)
- Canadian Chamber of Commerce: [Pandemic Preparedness Guide for Business](#)

# Conclusion

- Clarity is needed in many areas for re-start
- Please email us should you get information on any of the issues mentioned today
- All media inquiries to be sent to SBO
- [ndaigneault@schoolbusontario.ca](mailto:ndaigneault@schoolbusontario.ca)