

# taking precautions to keep you safe.

## our response to COVID-19

Like many of you, we have been closely monitoring the COVID-19 pandemic. Over the past several weeks, we have been taking precautions to prioritize the health and well-being of employers and job seekers during this unprecedented situation. It has now become clear that we have a responsibility to take more drastic measures to contain the spread of COVID-19 and keep our communities safe. We are committed to following recommendations from the Canadian government and health officials. Here are the steps we are taking at the recommendation of health and safety experts.

### what we are doing

- We are working remotely and we are fully operational. Our employees have access to the technological tools and resources they need to remain available should you need support.
- In-person meetings will be restricted. All interactions will take place over phone, email, instant message or video conferencing. If an in-person meeting is necessary, additional precautions will be enforced.
- We are enforcing social distancing and sharing best practices with employees. We can provide information and resources should your organization need them.
- All non-essential employee travel has been restricted. Employees returning from travels (both personal and business) will be required to self-isolate for 14 days with no exceptions.

### at a service level

If you're operating in a sector experiencing worker shortages or need to quickly replace employees who are unable to work, our team remains available to respond to your urgent hiring needs. We can assist with vetting and placing employees in as little as 24 hours. We recognize that many employers have concerns about hiring employees at this time. We are taking every precaution to ensure that anyone hired through Randstad has been thoroughly screened to protect your organization and employees.

- Without exception, candidates must undergo a thorough vetting procedure before they are cleared to start a work assignment.
- We are enforcing strict measures to vet candidates' travel history. We will not place candidates who have traveled within the last 14 days.
- Our health and safety team is leading our response to COVID-19, ensuring we're following best practices to keep you and your employees safe.
- If you have an urgent need to staff up or down in response to COVID-19, we are available to support you. If you need to lay off workers or are operating in a sector experiencing severe worker shortages, we are at your disposal.
- If you need support with your organization's response to COVID-19, we are here for you. We are able to provide information and consulting services as needed.

We will continue to adapt to this rapidly evolving crisis, should further actions become necessary. Please rest assured we are doing everything we can to ensure our services remain operational. We appreciate your patience as we take steps to contain the impact of COVID-19.

If you have questions or concerns about our response to COVID-19, please do not hesitate to reach out to our team at [accident@randstad.ca](mailto:accident@randstad.ca).

The information provided is only intended to be a general summary. It is not intended to take the place of either the written law or regulations. Further, given the rapidly revolving spread of COVID-19, the information may not be up to date. We encourage readers to review the specific statutes, regulations and other interpretive materials for a full and accurate statement of their contents.

For additional information on current best practices we are following, please refer to these organizations:

CDC:

<https://www.cdc.gov/coronavirus/2019-ncov/index.html>

WHO:

<https://www.who.int/emergencies/diseases/novel-coronavirus-2019>

OSHA:

<https://www.osha.gov/SLTC/covid-19/>

NIOSH:

<https://www.cdc.gov/coronavirus/2019-ncov/about/>

PHAC:

<https://www.canada.ca/en/public-health.html>

Government of Canada-Employment Insurance:

<https://www.canada.ca/en/services/benefits/ei.html>

Quebec-Temporary Aid for Workers Program:

<https://www.quebec.ca/en/family-and-support-for-individuals/financial-assistance/temporary-aid-for-workers-program/>