



Important

Even if the employer compensates you after your injury, it is important that you ensure they reported your injury to the CNESST in the event that your health deteriorates and to receive all the benefits provided under the law. It is absolutely crucial that you quickly fill out the Worker's Claim form and submit it to the CNESST. It is even more important right now since knowledge of the "post-COVID syndrome" is still in its very early stages. The disease could have unsuspected long-term effects. As such, it is crucial that you report your employment injury to the CNESST as early as possible so that you are eligible for any indemnities in case of a recurrence, relapse, or worsening of your condition, as well as for all the benefits provided for in the law.



Checklist

If you contract COVID-19 at work, it is extremely important that you fill out the Worker's Claim form and that you indicate that you received an order to isolate from a public health nurse and/or that you received a positive test result. On the same document, you must also write why you believe you contracted the disease at work. It is important that the CNESST recognize your employment injury to ensure you are entitled to the support and indemnities provided for in the AIAOD.

If you have any questions, contact your local union team.

Know your rights and obligations

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Did you contract COVID-19 at work or do you have symptoms?

Learn the best ways to protect your rights.



Long COVID symptoms or post-COVID syndrome

At the end of February 2021, the World Health Organization (WHO) talked to other countries about implementing a joint research program and strategy to document the effects and risks associated with “long COVID,” or what is also being called “post-COVID syndrome.”

While the epidemiology and clinical symptoms of “post-COVID syndrome” are not yet clearly defined, researchers are documenting it. Studies tend to show that many people infected by COVID-19 - primarily healthcare workers - developed persistent symptoms from the disease that lasted several weeks or even months. These symptoms include extreme fatigue, difficulty breathing, headaches, body aches, and symptoms associated with neurological and cardiac disorders.¹ Then there is the appearance of symptoms associated with mental health that are still under or poorly documented.

The FIQ and FIQP are concerned about the disabling effects of “post-COVID syndrome” and its serious effects months after diagnosis. They encourage their members to immediately fill out the Worker’s Claim form from the Commission des normes, de l’équité, de la santé et de la sécurité du travail (CNESST) if they contract COVID-19 at work.

It is the best way to protect your right to indemnities from the CNESST as provided by the *Act respecting industrial accidents and occupational diseases* (AIAOD).

1. For more information on the post-COVID syndrome or long COVID: <https://www.merckmanuals.com/en-ca/professional/news/editorial/2020/09/23/20/17/post-covid-syndrome> and <https://www.inesss.qc.ca/covid-19/presentations-cliniques/signes-et-symptomes-physiques-et-psychologiques-post-covid-19.html>

Fill out your work accident report

- 1 As soon as you have symptoms, immediately inform your immediate superior. (AIAOD, s. 265 and 266).
- 2 If you are at work when your symptoms begin, fill out your employer’s incident/accident form.
- 3 You will usually be put in isolation by order of public health and quickly screened. After receiving an official public health order to isolate or after receiving a positive test result, it is imperative that you immediately fill out the [Worker’s Claim form](#), available online.

In the section “Description of the event” on the form, be sure to specify:

- 3.1 The date on which you felt symptoms.
- 3.2 Why and how you believe you contracted COVID-19 at work. For example, the fact that you were in contact with infected patients or colleagues or that regional public health confirmed it to you.
- 3.3 That you were put in isolation by a public health order and/or you received a positive test result.



Your obligations and the employer’s obligations

If you start to feel symptoms while at work and you must leave, the employer is obliged to pay you for your scheduled hours that day. For your first day of absence, the employer must pay you 100% of your net wages (AIAOD, s. 59).

Then, for the 14 full days following the onset of your disability, you are entitled to 90% of your net salary for each day or part day when you would have normally worked, including the overtime hours scheduled, as applicable, and also all of the premiums, including inconvenience premiums, and lump sums – determined based on the ministerial orders – that you were entitled to at the moment you stopped working (AIAOD, s. 60).

The employer can obtain a reimbursement from the CNESST for the income replacement indemnities paid to you during the first 14 days. The employer must fill out the Employer’s Notice and Reimbursement Claim form and send it to the CNESST (AIAOD, s. 268). The employer must give you a filled-out and signed copy (AIAOD, s. 269). Please note that even though the employer will complete this process, you are still obliged to fill out the Worker’s Claim form. It is the worker’s obligation to submit their own claim to the CNESST (AIAOD, s. 270) by filling out the Worker’s Claim form.

