

COVID-19 Recent Updates

In response to vaccination rates continuing to rise in Ontario, the Ministry of Health has updated its guidance on the self-isolation requirements for those who are fully vaccinated. Please note that employers (and employees) must always follow the direction given to them by their Local Public Health Unit when dealing with a COVID-19-related matter, and this may differ from the direction below.

NOTE: Fully vaccinated means an individual ≥ 14 days after receiving their second dose of a two-dose COVID-19 vaccine series or their first dose of a one-dose COVID-19 vaccine series.

| Scenario | Population | Self-Isolation Instructions |
|--|---|---|
| Individuals who are fully vaccinated and symptomatic | All individuals | <ul style="list-style-type: none"> Go get tested and self-isolate until you receive your test results. If negative, you may return to work if you are 24-hour symptom/and fever free. If positive, self-isolate for a minimum of 10 days or such other period as directed by Public Health. |
| Individuals who are fully vaccinated and test positive for COVID-19. | All individuals | Self-isolate for a minimum of 10 days or such other period as directed by Public Health. |
| Individuals who are fully vaccinated and asymptomatic with a high-risk exposure (close contact) to a case of COVID-19 | Residents of high-risk congregate living settings/ Inpatients | Go get tested and self-isolate until you receive your test results. |
| | Healthcare Workers | Not required to self-isolate. You must still get tested and self-monitor for symptoms for 14 days. |
| | All other individuals | Not required to self-isolate. You must still get tested and self-monitor for symptoms for 14 days. |

Further guidance for those who are fully vaccinated is as follows:

- Household members of those who are fully vaccinated with high risk exposures (close contact) are not required to “stay at home except for essential reasons.”
- Asymptomatic employees who are fully vaccinated with high-risk exposures (close contact) must report their exposure to their employer immediately and follow any restrictions from work determined necessary by the employer.
- Fully vaccinated employees who are household members of a symptomatic person are not required to stay at home until the symptomatic individual tests negative.
- Fully vaccinated employees must note that their Local Public Health Unit has the discretion to order the employee to self-isolate if the employee is found to have come into close contact with a COVID-19 variant of concern.

NOTE: Organizations in the Toronto Public Health Region are not subject to these new changes as the Toronto Public Health Unit has yet to update its own guidance on the issue. HRPAR is monitoring the situation in Toronto Region closely and will provide an update when the Toronto Public Health Unit release any new policy changes.

Should you have any questions at all regarding self-isolation requirements, or any other COVID-19-related matter, please don't hesitate to reach out to a member of the HRPAR team.

Source: health.gov.on.ca

Canada Day 2021: A day of reflection

This Canada Day, we acknowledge the painful discoveries of many unmarked graves located at the sites of residential schools throughout Canada. This year, instead of celebrating Canada Day, we will be participating in a moment of silence to acknowledge the pain of the Indigenous community. We will spend Canada Day mourning and reflecting on the past, present, and future of Canada, and how we can best support the Indigenous community with reconciliation efforts.

Ontario Reopening Updates

On June 30th at 12:01 a.m., Ontario will move to Step 2 of the Roadmap to Reopen.

- This means that 70% of adults in Ontario have received one dose of a COVID-19 vaccine, and 20% of adults are fully vaccinated
- Outdoor social gatherings and organized public events are permitted for up to 25 people
- Indoor social gatherings and organized public events are permitted for up to 5 people
- Outdoor dining is permitted with up to 6 people per table
- Essential and other select retail is permitted at 50% capacity
- Non-essential retail capacity is permitted at 25% capacity
- Overnight camps are permitted
- Outdoor fitness classes are capped at the number of people who can maintain 3 metres of distances
- Public libraries are permitted at 25% capacity
- Personal care services, such as hair salons, where face coverings can be worn at all times at 25% capacity

As of June 28th, 2021, all adults in Ontario are eligible to book their vaccine through the Government of Ontario's online booking system. Click here for more details and to book your vaccine: <https://covid-19.ontario.ca/book-vaccine/>

Source: ontario.ca

The Importance of Health & Safety as Employees Return to Work

Several recent workplace accidents serve as a sobering reminder to employers to ensure that employees are re-trained on critical health and safety topics as they return to work.

As an employer in Ontario, you have requirements under the *Occupational Health and Safety Act*, which include:

- ensuring workers know about hazards by providing information, instruction and supervision on how to work safely
- ensuring supervisors know what is required to protect workers' health and safety on the job
- creating workplace health and safety policies and procedures
- ensuring workplace parties follow the law and the workplace health and safety policies and procedures
- ensuring workers wear the right protective equipment and are trained on how to use it
- taking all precautions reasonable in the circumstances to protect workers from being hurt or getting a work-related illness

As the transition starts with employers returning employees who have been working from home during the pandemic back to working from the office, it is absolutely critical that you conduct Health and Safety refresher training. Contact us for more information on what training you should be facilitating and how we can customize a training program for your workplace.

Source: ontario.ca

The Importance of AEDs

Bill 141, the Defibrillator Registration and Public Access Act, 2020, received royal assent in Ontario in June 2020. This bill will increase public access to life-saving AEDs.

As a result of this new legislation, AEDs will soon be required:

- in public premises
- in other designated premises
- to be installed in the correct locations
- to have appropriate signage
- to be maintained and tested
- to be accompanied by training
- to be registered with 911

Most recently, AEDs made the news when Christian Eriksen, a midfielder playing for team Denmark in the UEFA Euro 2020, collapsed suddenly in the middle of a match. Eriksen was resuscitated with a defibrillator, and the team doctor credited the AED with saving Eriksen's life.

When an automated external defibrillator (AED) is readily available, a person's chance of survival goes from five per cent with CPR alone to 75 per cent with an AED and CPR together.

If your workplace has an AED, make sure that the AED is in good working order, your employees are aware of its location, and are trained in how to use it.

Source: ohscanada.com, aed.ca



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