



Fast Facts

BULLETIN 46 | FRIDAY, DECEMBER 10, 2021

COVID-19: Recent Update

HR Performance & Results Holiday Hours

HR Performance & Results will close on December 23 at 1:00 p.m., and will be moving to our new offices located on Ferris Lane over the holidays. We will be checking emails on December 29 and December 30 before closing at 1:00 p.m. on December 30. We will return to the new office on January 3, 2022.

On behalf of HR Performance & Results, we would like to wish you and your families a very happy and healthy holiday season!

Ontario Government Passes the *Working for Workers Act, 2021*

On November 30, 2021, the Ontario government passed Bill 27, the *Working for Workers Act, 2021*. This Act would amend several pieces of legislation, including the *Employment Standards Act, 2000* and the *Occupational Health and Safety Act*. Here are some key changes:

- non-compete clauses in employment agreements will be prohibited,
- business owners will be required to allow delivery workers to use a company's washroom if they are delivering or picking up items, and
- businesses with 25 employees or more will be required to develop Disconnecting from Work policies.

Disconnecting from Work policies may include details about employer expectations about response time for emails and other work communications only taking place within working hours. **Employers will be required to comply with this policy by June 2, 2022.** HR Performance & Results will be monitoring the Ministry of Labour closely for updates, and is available to assist with drafting a customized Disconnecting from Work policy for your workplace.

New COVID-19 Variant of Concern Identified

On November 26, 2021, the World Health Organization designated a new COVID-19 variant named Omicron a "variant of concern". Several travel-related cases have been confirmed in Canada. Due to this newly identified variant of concern, the Government of Canada has announced new travel measures for travellers who have been in the Southern Africa region. Foreign nationals who have travelled in the Southern Africa region within the past 14 days **will not be permitted to enter Canada.** Regardless of their vaccination status, Canadian citizens, permanent residents and people with status under the *Indian Act*, who have been in these countries in the previous 14 days will be subject to enhanced testing, screening, and quarantine measures. For more information, [click here](#).

Government of Canada Announces Changes to Travel Rules

Individuals Traveling Within and Out of Canada Required to be Fully Vaccinated

As of November 30, 2021, **individuals who wish to travel within and out of Canada will be required to be fully vaccinated against COVID-19.** A valid COVID-19 molecular test will **no longer** be accepted as an alternative to vaccination, unless an individual has a medical inability to be vaccinated, or falls under one of the other limited exemptions. Individuals wishing to travel should contact their railway or airline

company in order to obtain and submit the necessary form that is in accordance with their carriers approval process.

Updates to Arrival Testing for Travellers Entering Canada by Air

On November 30, 2021, the Government of Canada announced that due to the newly identified COVID-19 variant, Omricon, **all fully vaccinated travellers who arrive in Canada by air from departure points other than the United States will be subject to arrival testing.** Additionally, travellers must quarantine until the negative test results have been confirmed. Unvaccinated travellers who have right of entry into Canada will continue to be tested on arrival and day 8 and quarantine for 14 days. Travellers who arrive by air will now be required to stay in a designated quarantine facility or other appropriate location while they wait for the result of their on-arrival test.

Changes to Pre-Arrival PCR Test Requirement for Fully Vaccinated Individuals

Effective November 30, 2021, fully vaccinated Canadian citizens, permanent residents, or those registered under the *Indian Act* whose journey originates in Canada, **do not need to present a pre-entry molecular test to get back into Canada, if they are returning within 72 hours.** Travellers will still be required to prove their vaccination status using the ArriveCan app.

Upcoming Changes to Gain Entry to Canada

Effective January 15, 2022, the Federal Government's travel rules will be updated to only allow certain groups of travellers who are **fully vaccinated** to gain entry into Canada. These groups are currently exempt from entry requirements. For more information, [click here](#).

Updated List of Acceptable Vaccines for Entry into Canada

The Government of Canada has updated their list of acceptable vaccines for entry into Canada to include three additional vaccines. Effective November 30, 2021, Sinopharm, Sinovac, and COVAXIN have been added to the list of accepted valid vaccines to enter Canada.

COVID-19 Vaccination Updates in Ontario

As of November 6, 2021, eligible individuals have been able to book their COVID-19 vaccination appointments for booster shots. **On December 13,**

2021, the vaccine eligibility will be expanded to include Ontarians aged 50 and up (previously aged 70 and up) and individuals receiving dialysis, as well the previous eligible individuals, which includes healthcare workers and designated essential caregivers in congregate settings, and First Nations, Inuit, and Métis people and non-Indigenous members of their households, among others. For more information, [click here](#). To book an appointment, [click here](#).

In Ontario, children aged five to eleven are eligible to receive their pediatric COVID-19 vaccination. Children turning five years old in 2021 are eligible to be vaccinated. For more information, [click here](#). To book an appointment, [click here](#).

Ontario Extends the Worker Income Protection Benefit Program and Temporary Layoff Exemption Period

On December 7, 2021, the Government of Ontario announced the extension of the Worker Income Protection Benefit program until **July 31, 2022**. With this program, part-time and full-time employees who do not already receive paid sick days are eligible for three paid days of emergency leave, which can be claimed for reasons related to COVID-19. Employers are required to provide employees with up to \$200 of pay for up to three days, for which they will be reimbursed by the province through WSIB. For more information, [click here](#).

The Government also announced the extension of the Temporary Layoff Exemption Period. Any employee who has been laid off or had their wages and/or hours reduced for any COVID-19 related reasons will continue to be on the Infectious Disease Emergency Leave (IDEL), without any termination or severance pay obligations, until **July 30, 2022**.

Ontario Government Proposes Increase to Minimum Wage

The Government of Ontario has introduced a plan to raise the minimum wage in Ontario to **\$15/hour, effective January 1, 2022**. The proposed changes would also eliminate the separate minimum wage for liquor servers. Liquor servers would see an increase from \$12.55 per hour to

the standard provincial wage of \$15/hour. Under the proposed changes, students under the age of 18 who work 28 hours a week or less when school is in session, or work during a school break or summer holidays would see an increase from \$13.50 to \$14.10 an hour.

Blog



DECEMBER 10, 2021








EMPLOYMENT LEGISLATION

Do Part-Time Employees Get Vacation Pay?

Vacation for employees is a complicated topic in Ontario. If you are an employer reading this article, you certainly wouldn't be the first to have a number of questions...

— [Read More](#)

Resources

-  [Sector-specific Health & Safety Guidelines, Posters and Tip Sheets](#)
-  [Canada Recovery Hiring Program \(CRHP\)](#)
-  [COVID-19 Screening Tool for Workplaces](#)
-  [Educating Employees on the COVID-19 Vaccine](#)
-  [COVID-19 Self-Assessment](#)
-  [When and How to Properly Wear a Mask](#)
-  [How to Properly Wash Your Hands](#)

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LOCATION

160 Bradford Street, Barrie, ON, L4N 3B5

Barrie (705) 719-7962

Toronto (416) 987-4163

OFFICE HOURS

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