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BULLETIN 47 | THURSDAY, DECEMBER 23, 2021

COVID-19: Recent Update

Holiday Message

As 2021 winds to a close, the team at HR Performance & Results is looking ahead to 2022 with a renewed focus on joy, optimism and gratitude! All of us are making conscious choices daily to remain positive by appreciating everyone and everything in our daily lives. We are truly grateful for everything we have.

We would like to take this opportunity to express our gratitude to all of our clients, and friends. Thank you for all of your support and we look forward to continuing our partnership into 2022.

We wish you and everyone around you a very happy and healthy holiday season and nothing but the best for the New Year!

- The team at HR Performance & Results

New COVID-19 Restrictions in Ontario

As of December 19, 2021, the following restrictions came into effect:

- Indoor gathering limits are reduced to a maximum of **10 people**. Outdoor gatherings are reduced to a maximum of **25 people**.
- Restaurants, bars, retailers, shopping malls, personal care services and other establishments must operate at a **50% capacity limit**.
- A maximum of **10 people** may be seated per table in food and event spaces, and they must remain seated.
- Food and drink services will **not be permitted** at theatres, cinemas, and sporting events. Alcohol sales will be restricted after **10:00 p.m.**, and the consumption of alcohol will be restricted after **11:00 p.m.**
- Restaurants, bars, and meeting and event spaces must close by **11:00 p.m.**
- **No singing or dancing** will be permitted in restaurants and bars, except for performers and/or workers.
- The above limits **do not apply** to any portion of businesses being used for religious services, weddings, funerals, or rites of ceremony.

For the full news release from the Government of Ontario, [click here](#).

Updates on Travel Rules and Restrictions

Effective December 15, 2021, the Government of Canada announced that **all non-essential travel outside of Canada should be avoided, due to the Omicron variant.**

Effective December 18, 2021, the Government of Canada announced that the **temporary additional restrictions** in place for travellers arriving from the Southern Africa region have been lifted.

Effective December 21, 2021, **all Canadians who leave and re-enter Canada within 72 hours will once again be required to complete a pre-entry negative PCR test result.** This test must be taken outside of Canada.

As previously mentioned, effective November 30, 2021, **all individuals who wish to travel within and out of Canada will be required to be fully vaccinated.** Travellers are required to prove their vaccination status using the ArriveCan app.

For the full news release from the Government of Canada, [click here](#).

Mask Guidelines

Given the Omicron variant's increased transmissibility, Public Health Ontario recommends the following as it relates to the use of face masks as a protection measure against COVID-19:

- We should be **optimizing the fit and filtration of the face masks we wear in community settings**, particularly settings with a higher

risk of transmission (i.e. public transportation or crowded public indoor settings such as large retail or event venues).

- **We can optimize fit and filtration through the use of non-fit tested respirators (e.g. N95 masks) and medical masks (these offer the best protection and wearing them is now considered the best practice).** A well-fitting, well-constructed three-layer cloth mask (i.e., two layers of tightly woven fabric and a third filter-type layer such as non-woven polypropylene) can still be used as an alternative but is unlikely to be as protective as a medical mask or respirator.
- Single-layer, scarf-style masks, bandanas, neck-warmers etc. and 2-layer cloth masks are **not recommended** because they do not include a filter layer and are not made of effective materials.
- Choosing a mask should incorporate the **relative risk of the mask wearer**, such as medical mask/respirator use for those at a higher risk of infection due to older age or immune compromise.

Remember - a face mask must cover your nose, mouth and chin and be comfortable enough to wear for long periods of time, where necessary. The less possibility of leakage in and out of the mask, the better the protection for the wearer and the community.

For the Public Health Ontario Community Masking Recommendations, [click here](#).

Ontario Vaccine Updates

Ontario Updates Eligibility for COVID-19 Booster Shot

On December 15, the Government of Ontario announced that **all Ontarians aged 18+ are eligible to book their COVID-19 vaccine booster appointment, permitted it has been at least three months**

since their second dose. To book an appointment, [click here](#).

Additionally, children aged 5 to 11 are eligible to book their appointment to receive the pediatric Pfizer COVID-19 vaccine. To book an appointment, [click here](#).

Who is Considered Fully Vaccinated?

The definition of "fully vaccinated" now also includes those who have received a third dose of a COVID-19 mRNA vaccine.

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...

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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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