



# Fast Facts

BULLETIN 42 | FRIDAY, AUGUST 27, 2021

## COVID-19: Important Update

---

### COVID-19 Vaccination Policies Can Now be Required in all Ontario Workplaces

On August 24, 2021, the Government of Ontario amended O. Reg 364/20, Rules for Areas at Step 3 and at the Roadmap Exit Step. Consequently, the Province of Ontario can require a business or organization to have a vaccination policy or set out what must be included in such a policy. The amendment reads as follows:

*(2.1) The person responsible for a business or organization that is open shall operate the business or organization in compliance with any advice, recommendations and instructions issued by the Office of the Chief Medical Officer of Health, or by a medical officer of health after consultation with the Office of the Chief Medical Officer of Health,*

*(a) requiring the business or organization to establish, implement and ensure compliance with a COVID-19 vaccination policy; or*

*(b) setting out the precautions and procedures that the business or organization must include in its COVID-19 vaccination policy.*

The Medical Officer of Health for Toronto has issued a strong recommendation in support of this on August 20, 2021, therefore all businesses operating within the City of Toronto must develop a COVID-19 vaccination policy and determine a reasonable policy effective date. It is

highly likely that Medical Officers of Health from other regions will give the same recommendation in the coming weeks, therefore, **we are strongly recommending that all organizations develop and implement a COVID-19 vaccination policy.**

**It is important to note that the regulation may require businesses and organizations to put a COVID-19 vaccination policy in place, not that COVID-19 vaccinations are mandatory at the business or organization.**

When developing a COVID-19 vaccination policy, considerations should be given to; the scope, actions required by workers including proof of vaccination status or medical exemptions, supports available to workers including accommodations, and privacy considerations, as well as potential consequences for workers who do not comply with the COVID-19 vaccination policy.

Contact us today for guidance and for more information on how we can assist you with developing a COVID-19 Vaccination Policy specific to your workplace.

---

## **Ontario Makes COVID-19 Vaccination Policies Mandatory for High-Risk Settings**

On August 17, 2021, in order to protect vulnerable patients and staff in settings where the risk of contracting and transmitting COVID-19 and the Delta variant is higher, the Chief Medical Officer of Health issued a directive mandating hospitals and home and community care service providers to have a **COVID-19 vaccination policy** for employees, staff, contractors, students and volunteers, and for ambulance services to have a COVID-19 vaccination policy for paramedics. The vaccination policy must be effective no later than **September 7, 2021**, and at a minimum will require these individuals to provide proof of one of three things:

- Full vaccination against COVID-19;
- A medical reason for not being vaccinated against COVID-19; or
- Completion of a COVID-19 vaccination educational session.

Individuals who do not provide proof of full vaccination against COVID-19 will be required to undertake regular antigen testing. These settings will be required to track and report on the implementation of their policies to the provincial government. This is similar to the vaccination policy requirements currently in place for long-term care homes.

Vaccination policies will also be implemented in other higher-risk settings such as:

- Post-secondary institutions;
- Licensed retirement homes;
- Women's shelters; and
- Congregate group homes and day programs for adults with developmental disabilities, children's treatment centres and other

services for children with special needs, and licensed children's residential settings.

Click [here](#) for more information.

---

## Blog

---



JULY 13, 2021  
EMPLOYMENT LEGISLATION

### **Does Your Organization Need Help With Terminations?**

**An Update on Severance Pay**

Terminating an employee is a step that no employer should take lightly. For most employers, terminations arguably...

— [Read More](#)

---

## Resources

---

-  [Sector-specific Health & Safety Guidelines, Posters and Tip Sheets](#)
-  [COVID-19 Self-Assessment](#)
-  [COVID-19 Posters and Resources](#)
-  [Canada Recovery Benefit](#)
-  [Canada Recovery Sickness Benefit](#)
-  [Canada Recovery Caregiving Benefit](#)
-  [COVID-19 Screening Tool for Workplaces](#)
-  [Canada Emergency Wage Subsidy \(CEWS\)](#)
-  [Canada Recovery Hiring Program \(CRHP\)](#)
-  [Educating Employees on the COVID-19 Vaccine](#)
-  [Deemed Infectious Disease Emergency Leave Extended](#)
-  [Ontario Small Business Support Grant](#)
-  [When and How to Properly Wear a Mask](#)

## Visit Our Website >



#### LOCATION

160 Bradford Street, Barrie, ON, L4N 3B5

Barrie (705) 719-7962

Toronto (416) 987-4163

#### OFFICE HOURS

Monday - Friday 8:30 AM - 5:00 PM

Want to change how you receive these emails?  
You can update your preferences or unsubscribe from this list.