

Ministry of Labour, Training and Skills Development

After vaccinations...how employers can help keep COVID-19 in check at work

Evidence shows vaccination helps to prevent COVID-19 infection and illness:

- Vaccinated workers are much less likely to get seriously ill.
- Vaccinated people are less likely to spread COVID-19 to others.
- Encourage and support your workers to get vaccinated.

Vaccines are a good complement to workplace controls but cannot replace them – the two work together to reduce the spread of COVID-19 in the workplace.

As an employer you must take precautions to protect workers from hazards including infectious diseases.

Even as vaccination rates in Ontario continue to climb, COVID-19 is a hazard that may still come into your workplace through infected workers and customers. This is because:

- Not everyone can be vaccinated.
- Scientists are still learning about how long the immunity created by the COVID-19 vaccines or infection lasts, and how well vaccines work against new variants.
- Some vaccinated people may become infected and be able to spread the virus.
- Vaccination doesn't prevent exposure to the virus.

You need to assess the specific risks of exposure in your workplace given the level of transmission in your community and implement exposure control measures.

Consider options such as:

Limiting the number of in-person interactions in the workplace: Continue remote work. Provide options like virtual meetings, home delivery and curbside pickup.

Keeping people who are infected or exposed out of the workplace: Maintain screening protocols for workers and customers. Help people stay away if the screening indicates they should do so.

Ensuring physical distancing can be maintained: Use scheduling, physical rearrangement and signs/markers to reduce the number of people sharing the same spaces and how long they are there.

Using masks: Have people wear masks indoors. Provide service in alternative ways to customers who cannot wear a mask. Ensure workers wear appropriate COVID-19 personal protective equipment (PPE) for all tasks where the worker is or may be within two metres of an improperly or unmasked person.

Increasing fresh air: Use outdoor spaces for work and breaks. Maintain good ventilation. Consider using portable HEPA air cleaners indoors.

Promoting cleaning and disinfection: Remind workers and customers to wash their hands. Schedule cleaning and disinfection of high-touch surfaces, common areas and shared items.

Keep COVID-19 in check by keeping the controls in place that reduce the risks at your workplace.

Help Ontario reopen and stay open.