

## COVID Protocol for Employers in Ontario's Arts/Culture Industry

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### Workplace COVID Checklist

- Implement daily employee/worker sign in and survey for those attending onsite
  - Maintain social distancing and masking requirements, as directed by [provincial health officials](#)
  - If monitoring employee temperature, ensure this information is treated confidentially
- Create a plan for how to manage and respond to the following non-exhaustive scenarios:
  - Employee/worker onsite confirmed case (or presumed positive);
  - Employee/worker onsite not feeling well;
  - Employee/worker onsite in close contact with confirmed case (within 6 feet for 15+ minutes); or
  - Employee/worker onsite in casual contact with confirmed case.
- Prepare and implement vaccination policies for staff
  - Generally, an Employer's vaccination policy must:
    - Not be inconsistent with the collective agreement (if applicable) or legislation, such as [Human Rights Code](#) of Ontario;
    - Not be unreasonable;
    - Be clear and unequivocal;
    - Be brought to the attention of the employee(s) affected by the policy before the employer can act on it;
    - Notify the employee(s) that a breach of the policy could result in discharge if the rule is used as a foundation for the discharge; and
    - Be consistently enforced by the Employer from the outset.