

Human Resources Legislative Update

Ontario Publishes Updated Tool for Screening Workers

Date: January 27, 2021

The Ontario government [has updated](#) its COVID-19 tool for screening workers before they go to work each day. The “[COVID-19 Screening Tool for Businesses and Organizations \(Screening Workers\)](#),” issued by the Chief Medical Officer of Health, contains several changes of note to employers. These include:

- a reference to the regulatory screening requirement under [O. Reg. 82/20](#), Rules for Areas Stage 1 (Schedule 1 s. 2(3))
- the removal of the requirement to screen essential visitors; it now applies only to workers
- a new section with screening questions for individuals under 18 years old
- some changes to the list of existing symptoms in the required screening questions, as well as additions to the list such as “pink eye” (for those 18+), “headache that’s unusual or long lasting” and “falling down often” (for older people)
- a requirement that businesses maintain records of the screening results which comply with any retention and privacy requirements and which may be requested by local public health for case and contact tracing
- the addition of a new note confirming that for “workers whose work responsibilities involve traveling to multiple locations as part of their work day or shift (e.g., delivery truck drivers, take-out, grocery, prescription delivery staff, etc.), it is the responsibility of the worker’s employer to conduct the screening and not that of the receiving business organization or individual. However, such screening may not exempt a worker from being screened by another organization/workplace if the worker is seeking entry into different types of premises (e.g., food deliveries to a long-term care home, and to other places or households).”

Should you have questions with respect to the updated tool, please contact [Nadine Zacks](#) or your regular Hicks Morley lawyer.