

Human Resources Legislative Update

Ontario Publishes Further Update to its Screening Tool for Workers

Date: February 18, 2021

On February 10, 2021, the Ontario government [updated](#) its “[COVID-19 Screening Tool for Businesses and Organizations \(Screening Workers\)](#)” (Tool).

The update clarifies that the Tool applies to all regions in Ontario (Rules for Areas in Stages 1, 2 and 3) and that employers *must ensure* that workers are screened before they go to work or start their work shift (previously, the Tool stated that employers *must screen* the workers). A worker may only enter the workplace if they have passed the screening.

The updated Tool also expands the employer’s record retention obligations with respect to the screening results:

- businesses and organizations must now maintain a record of the date and time that workers were in the workplace as well as their contact information
- the information may be requested by public health for contact tracing
- the records must now be maintained for a period of at least a month
- any record created as part of worker screening may only be disclosed as required by law.

Should you have any questions regarding these new screening requirements, please contact [Nadine Zacks](#) or your regular [Hicks Morley lawyer](#).