



MASKING AND DISTANCING REQUIREMENTS IN THE WORKPLACE

Current to July 11, 2021

Jurisdiction	Requirements:
Ontario	<p>Per 3 (3.1) of ONTARIO REGULATION 263/20, masks continue to be required indoors.</p> <p>Likewise, per 3.1 (4) of the same act, maintaining a 2-meter distance is still required, with an exception under 3.1 (4) (c) for narrow spaces such as hallways and aisles, provided individuals wear masks.</p> <p>There is no mention of any specific rules regarding vaccines or vaccinated individuals in the act.¹</p>
British Columbia	<p>As of July 1st, masks are no longer required in indoor public spaces for individuals over the age of 12 who are 14 days out from a second dose.²</p> <p>WorkSafeBC continues to encourage distancing and occupancy limits in workplaces, but provides no hard guidelines on what is required in workplaces, though they state that:</p> <p>“an occupancy limit of that provides at least 5 square metres of unencumbered floor space per person (workers and patrons) may be a sensible approach for determining maximum occupancy”³</p>
Saskatchewan	<p>Per <i>ReOpen Saskatchewan</i>, masking and physical distancing requirements continue to be required in workplaces, However:</p> <p>“When seated alone in a cubicle/office, and the public does not have access to the facility, masks may be removed.”⁴</p>
Alberta	<p>As of July 1st</p> <p>“In Stage 3, businesses can resume the same operations and level of activity as they were able to before the pandemic began.”</p> <p>Per the <i>GENERAL GUIDANCE FOR COVID-19 AND OTHER RESPIRATORY INFECTIONS</i>,</p> <ul style="list-style-type: none"> - “Operators should assess the role of face masks in their work place; if a staff member or client chooses to wear a face mask, operators should support this practice.” - Distancing is no longer required.⁵

¹ <https://www.ontario.ca/laws/regulation/200263>

² <https://www2.gov.bc.ca/gov/content/covid-19/info/restart>

³ <https://www.worksafebc.com/en/covid-19/bcs-four-step-restart>

⁴ [https://pubsaskdev.blob.core.windows.net/pubsask-prod/127512/Re Open%252BSaskatchewan%252BJune-22-2021.pdf](https://pubsaskdev.blob.core.windows.net/pubsask-prod/127512/Re%20Open%252BSaskatchewan%252BJune-22-2021.pdf)

⁵ <https://open.alberta.ca/dataset/d7948ab4-3d38-47d8-b793-c7f3f556b124/resource/161e3494-64e0-4e22-b779-6e343d8b06a5/download/general-guidance-covid-19-respiratory-illnesses-2021-07.pdf>

<p>Quebec</p>	<p>Per Quebec's Reopening plan:</p> <p>As of July 12th, masks are:</p> <ul style="list-style-type: none"> - Mandatory in indoor public places (people aged 10 and over - Recommended in private indoor places at a distance of less than 2 <p>As of July 12th</p> <ul style="list-style-type: none"> - The distance to be observed between people of different residences will be lowered from 2 meters to 1 meter, both outside and inside.⁶
<p>Federal</p>	<p>The federal government continues to issue guidelines (but not rules) for employers.</p> <p>Masks:</p> <p>When the local epidemiology and rate of community transmission warrant it, the wearing of NMMs or cloth face coverings is recommended for periods of time when it is not possible to consistently maintain a 2-metre physical distance from others, particularly in crowded settings.</p> <p>Distancing:</p> <p>Promote physical distancing (keeping a distance of 2 metres from others), which is one of the most effective ways to reduce the spread of illness.</p> <ul style="list-style-type: none"> • If possible, reduce all physical contact by enabling telework (e.g., work from home, use of email and teleconferencing) • Adopt a contact-less business model (e.g., drive-through, delivery, curbside pickup) • Establish 2 metre separation between employees and/or clients (e.g., desks, workstations, restaurant tables, or in meeting rooms) • Avoid multi-person meetings by using video conferencing technology where possible • Restrict occupant capacity of indoor spaces to reduce crowding • In narrow hallways or aisles, encourage unidirectional travel where possible • Use visual cues to encourage 2 metre distance (e.g., accessible signage, floor markings) • Reinforce general practices to maintain physical distancing, such as avoiding greetings like handshakes • Identify a space where employees or clients can be isolated from others if they develop symptoms and are not able to leave the facility⁷

⁶ <https://www.quebec.ca/en/health/health-issues/a-z/2019-coronavirus/reopening-plan>

⁷ <https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/guidance-documents/risk-informed-decision-making-workplaces-businesses-covid-19-pandemic.html>