

# **COVID-19 Vaccinations at the Airport for Temporary Foreign Workers**

Information Session for Employers

# Agenda and Speakers

## A. Introduction

Laurie Adrien, Ministry of Agriculture, Food and Rural Affairs

## B. Pre-arrival information

Sarah Wilson, Ministry of Agriculture, Food and Rural Affairs  
Gordon Stock, Ontario Fruit and Vegetable Growers' Association

## C. Airport Vaccination Process

Carrie Warring, Ministry of Health and Long-Term Care

## D. PCR Tests and Quarantine Requirements

Jessica O'Connor, Service Canada

## E. Process for 1<sup>st</sup> and 2<sup>nd</sup> doses of vaccine

Carrie Warring, Ministry of Health

## F. COVID Safety Requirements Post-Quarantine

Ron Landry, Ministry of Labour, Training and Skills Development

## G. Questions & Answers

# Pre-Arrival

# Pre-Arrival Resources

First step is to ensure workers have information to make an informed choice about receiving a vaccine at the airport.

An information package for workers has been created that includes:

- **Consent Form** – for workers to sign before they receive a vaccine at the airport if they choose to
- **Federal, provincial and industry developed materials** to help TFWs understand vaccines available in Canada:
  - “What you need to know about the COVID-19 vaccine for Canada” infosheet
  - Ontario Ministry of Health infosheets:
    - “COVID-19 Vaccine Information Sheet”
    - “After your COVID-19 Vaccine”
  - Ontario Fruit and Vegetable Growers’ Association:
    - “Vaccine Bulletin”
    - “COVID-19 Vaccine Myths and Facts” infosheet
    - “COVID-19 Vaccination Aftercare” infosheet

Information packages are distributed to employers and consulates to provide to temporary foreign workers so they have the information before they leave for Ontario.

### Vaccine Roll Out



**What you need to know about the COVID-19 vaccine for Canada**  
Working to bring Canadians a safe and effective COVID-19 vaccine

Vaccination is one of the most effective ways to prevent the spread and reduce the impact of infectious diseases, whether it's seasonal flu or childhood infections. A safe and effective vaccine(s) for COVID-19 will protect an individual against the novel coronavirus and will be an important step to safely resume normal life in Canada and around the world. The Government of Canada is working on all possible fronts to ensure access to safe and effective vaccines and related supplies for Canadians. Here is what Canadians need to know about a future COVID-19 vaccine.

Only vaccines that are safe and effective will be approved for use in Canada. Canada is recognized around the world for its high standards for drug and vaccine review, approval and monitoring systems; these will not be compromised. The Government of Canada has gained real-time access to manufacturer clinical trial data for the most promising vaccine candidates, and is working with the global regulatory community to make sure COVID-19 vaccines are safe and effective before regulatory approval is granted.

A vaccine will be available to everyone. Because of the unprecedented global funding and collaboration, more than 250 vaccine candidates are being researched around the world at this time. The Government of Canada is investing in Canada-US-Canada research and has already made advanced purchase agreements of many hundreds of millions of doses of the most promising vaccine candidates from around the world. This will give Canadians access to safe and effective vaccines as soon as they are ready. Not all vaccines will make it past the finish line, so that's why we are purchasing in advance a number of the most promising vaccine candidates. Health Canada is focusing on reviewing and approving COVID-19 vaccines as quickly as possible, while ensuring that they are well-studied and safe.

Because there will be limited quantities at first, once a vaccine is approved for use, key populations will need to be prioritized. We expect to have a limited supply of just a few million doses in the early weeks and months once Health Canada approves a vaccine(s) for use in Canada. That means governments will work together and continue to seek input from independent experts. As the National Industry Committee is investigating (NACI) to make decisions about how to prioritize vaccination. This will allow us to make the most impact by protecting high-risk populations and those who help keep our pandemic response, society and economy running. When there are enough vaccine(s) available, the vaccination program will be expanded.

Government of Canada / Gouvernement du Canada



**THE LINKS YOU NEED:**

[HANDOUT in 8 Languages: Click Here](#)  
for [Vaccine Safety Info](#) from Government of Canada Public Health & Ontario Govt (English):

1. [Handout English](#)
2. [Handout French](#)
3. [Handout Spanish](#)
4. [Handout Vietnamese](#)
5. [Handout Punjabi](#)
6. [Handout Thai](#)
7. [Handout Tagalog \(Philippines\)](#)
8. [Handout Ukrainian](#)

**POSTER:** Vaccine Safety Info from Government of Canada Public Health including English, French, Spanish Punjabi, Tagalog.

1. [Poster: English](#)
2. [Poster: French](#)
3. [Poster: Spanish](#)
4. [Poster: Punjabi](#)
5. [Poster: Tagalog \(Philippines\)](#)

Mushrooms Canada translated vaccine safety information into 8 languages for workers arriving to work on Ontario mushroom farms for the 2021 season.



Ministry of Health

### After Your COVID-19 Vaccine

Version 2.0 March 29, 2021

**What should I expect in the next few days?**

- Common side effects include pain, redness, swelling at the site where the needle was given, tiredness, headache, muscle pain, chills, joint pain, and low fever.
- Serious side effects are rare. Call your doctor or nurse practitioner or go to the nearest emergency department if you develop any of the following adverse reactions within three days of receiving the vaccine: hives, swelling of your face or mouth, trouble breathing, very pale colour and serious drowsiness, high fever (over 40°C), convulsions or seizures, or other serious symptoms (e.g. "pins and needles" or numbness).
- The AstraZeneca/COVISHIELD vaccine is associated with a very rare side effect known as [Vaccine-Induced Prothrombotic Immune Thrombocytopenia \(VITT\)](#). If you develop any of the following symptoms after receiving the vaccine please seek immediate medical attention: shortness of breath, pain in the chest, swelling or coldness in an arm or leg, persistent abdominal pain, severe or worsening headaches or blurred vision, or multiple small bruises, red or purple spots or blood blisters under the skin.

**Do I still have to follow COVID-19 public health measures?**

- The vaccine is an additional way to protect yourself against COVID-19. After either dose of the COVID-19 vaccine you should continue to follow COVID-19 measures, such as wearing a mask, practising physical distancing and washing your hands.
- Monitor for symptoms of COVID-19 and get tested if symptoms present.

**When should I return for my second dose?**

- You need two doses of vaccine to be fully immunized. If this is your first dose of the COVID-19 vaccine, be sure to get your second dose as directed by the clinic or the booking system. Bring your printed vaccine receipt that was given to you today to your second appointment.

# Pre-Arrival Resources

- Voluntary vaccination relies on achieving **understanding, comfort and consent** beforehand
- Resources available to help in English, Spanish and Thai
  - Poster format
  - Voice-over video versions of posters
- Source country consulates have been encouraged to share vaccine resources with workers before departing
- Employers are encouraged to share vaccine resources with workers in their home country before flight (if able)
- [Full library of COVID resources](#) including to posters and videos

## Lo que necesita saber sobre las vacunas contra el COVID-19

Marzo 2021

Próximamente, la vacuna contra el COVID-19 será ofrecida a los trabajadores agrícolas internacionales. Este folleto informativo, ofrece información sobre las vacunas, para que pueda tomar una decisión informada. Nadie puede forzarlo a que se aplique la vacuna contra COVID-19. Médicos se han asegurado que la información presentada en este folleto sea correcta.

### Es importante saber:

- Las vacunas que se están usando al momento en Canadá, han sido producidas por cuatro empresas diferentes. Puede que se agreden más vacunas en el futuro. Todas le ayudarán a protegerse contra el COVID-19.

- Tres de estas vacunas, requieren la aplicación de dos dosis (de la misma empresa). Para la vacuna Johnson & Johnson/Janssen COVID-19, se necesita una sola dosis.

- Las vacunas contra el COVID-19 han sido estudiadas ampliamente en diversos grupos de personas. Salud Canada/Health Canada ha aprobado estas vacunas ya que las considera seguras y altamente efectivas.

### ¿Por qué vacunarse contra el COVID-19?

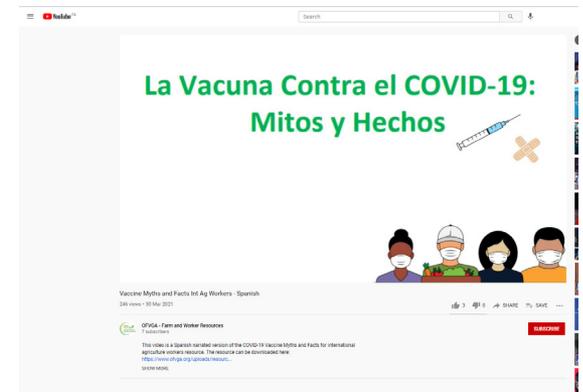
- Por muchos años, personas alrededor del mundo se han vacunado para protegerse de enfermedades infecciosas y mortales, como el sarampión, el tétanos y la poliomielitis.

- La vacunación es la manera más efectiva para proteger del virus, y para defender la propagación del virus a nuestras familias y comunidades. Al igual que continuar con el uso de mascarillas, lavarse frecuentemente las manos y mantener una distancia de al menos 2 metros con otras personas. El aire fresco y buena ventilación dentro de los edificios, también son importantes.

### ¿Qué tan efectivas son las vacunas?

- Hasta el momento, se ha aprobado el uso de cuatro vacunas en Canadá. La producción de estas vacunas ha sido liberada a cabo por Pfizer/BioNTech, Moderna, AstraZeneca/Universidad de Oxford y Johnson & Johnson/Janssen.

- Las cuatro vacunas fueron estudiadas en miles de personas, antes de ser aprobadas. Todas se consideran muy efectivas en la prevención de la enfermedad por COVID-19 después de recibir las dosis recomendadas.



# **Airport Vaccination Process**

# Vaccination Clinic Hours and Logistics

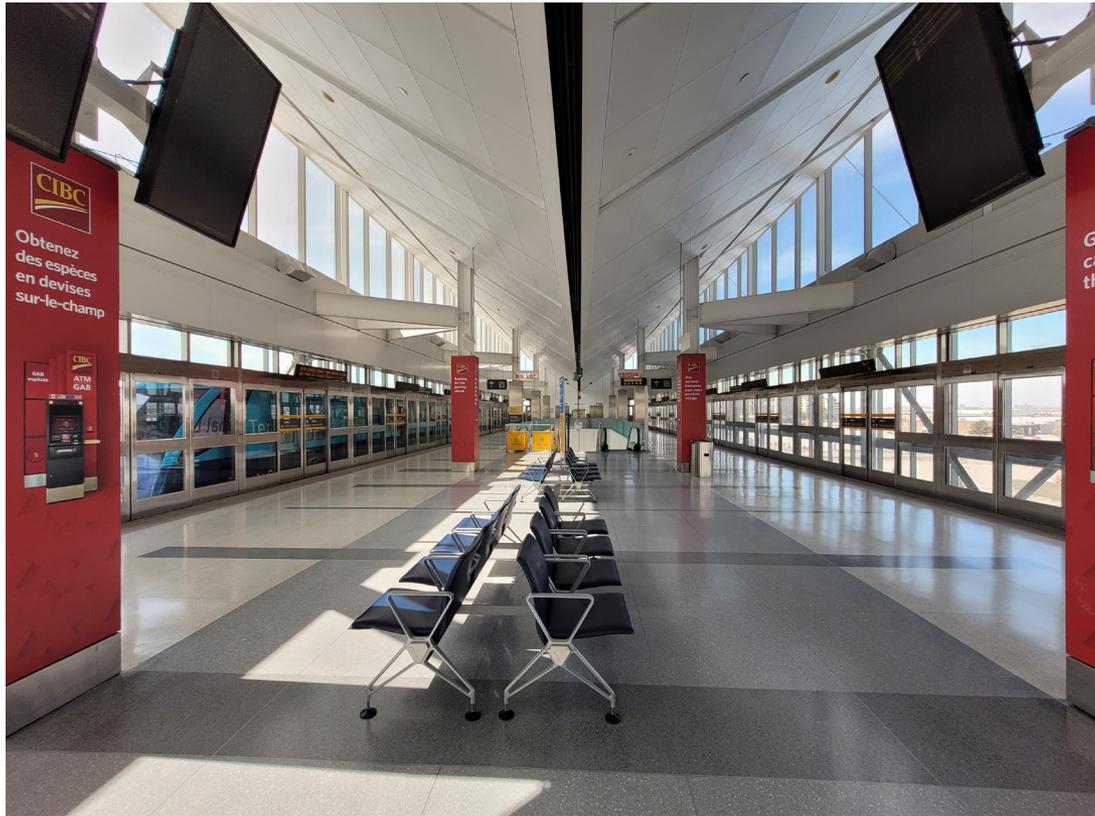
## Flights with Large Numbers of Temporary Foreign Workers

- In April, flights with the majority of workers in Seasonal Agricultural Worker Program (SAWP) are arriving at Toronto Pearson International Airport during several times per week.
  - Vaccination clinic hours are being aligned with these large flights as much as possible.
  - Workers supported by CanAg/F.A.R.M.S. will be transferred from the airport to the vaccination clinic at Viscount Station, and subsequently they will continue on to their quarantine destinations.
  - For workers using local pick-ups, transport will be available from the airport to the vaccination clinic at Viscount Station. Local pick-ups should be arranged at Viscount Station for subsequent travel on to quarantine destinations.

## Flights with Small Numbers Temporary Foreign Workers

- For flights with small numbers of temporary foreign workers are arriving at various times, usually late at night, and with no CanAg/F.A.R.M.S. support:
  - Option to access vaccination clinic if timing aligns with schedule for larger flight; advanced arrangement through OMAFRA is required.
  - Additional solutions are being explored to offer vaccination access to arriving workers.
- Our goal is to offer vaccination to as many temporary foreign workers at the airport as possible, pending resources and supply.
- If a worker does not receive their first dose at the airport, they are prioritized as a high-risk population under Phase 2 of the provincial vaccination distribution plan, and eligible to have access to vaccination through local public health roll-out.

# Airport Vaccination Process



# PCR Tests and Mandated Quarantine

# Employer's Requirements During Quarantine

- ✓ Email Service Canada at [ESDC.ISB.QUARANTINE-QUARANTINE.DGSI.EDSC@servicecanada.gc.ca](mailto:ESDC.ISB.QUARANTINE-QUARANTINE.DGSI.EDSC@servicecanada.gc.ca) to advise when Foreign Workers arrive at your work location.
- ✓ Provide the following information:
  - Name of your business
  - The quarantine locations of the foreign workers
  - The date and number of the workers that have arrived
  - Contact information for the workers

# Employer's Requirements Post-Arrival

Comply with all laws and policies regarding:

- **Wages:** Employers must pay workers as per the LMIA and during quarantine
- **Working conditions:** Must be consistent with what is outlined in LMI.
- **Accommodations:** Must meet health guidelines.
- **Document retention:** Employers need to retain key documentation such as timesheets, payroll, contracts, and receipts.
- **Abuse-free workplace:** Employers must develop and maintain an abuse-free workplace policy

# Employer's Requirements Post-Arrival

- ✓ Pay Foreign Workers, during the quarantine period, for a minimum of 30 hours per week at the rate of pay specified on the Labour Market Impact Assessment.
- ✓ If a worker becomes ill during the initial quarantine period, the worker is to be paid by the employer.
- ✓ If the initial quarantine period is extended while awaiting test results, the employer is to continue to pay the worker.

# Employer's Requirements Post-Arrival

Monitor the health of Foreign Workers who are in quarantine, as well as any employee who becomes sick after the quarantine period.

**If a worker becomes symptomatic at any time or if there is a COVID outbreak;**

1. Contact local public health unit immediately;
2. Email Service Canada at:

[ESDC.ISB.QUARANTINE-  
QUARANTINE.DGSI.EDSC@servicecanada.gc.ca](mailto:ESDC.ISB.QUARANTINE-QUARANTINE.DGSI.EDSC@servicecanada.gc.ca)

3. Advise Workplace Safety Insurance Board (WSIB)

# Switch Health

**New dedicated call centre and email channel** for employers of Foreign Workers across Canada where the services are provided by Switch Health:

**1-888-511-4501**

(Monday to Friday 8:30am to 6:30pm EDT, and Saturday and Sunday 10:00am to 4:00pm EDT)

**[tfw-canada@switchhealth.ca](mailto:tfw-canada@switchhealth.ca)**

## **Appointment Scheduling on day 2**

- Employers are to schedule the day 10 test with 48 hours of the arrival of workers- Day 2 of arrival.

**Account Managers** will be assigned to Foreign Worker employer accounts as a lead point of contact for all inquiries;

# Switch Health

**Operational Lead** feature will allow an employer to add multiple Foreign Workers to a single account to assist in the management of all of worker day 10 tests and results.

**Spanish speaking supports** for the administration of the day 10 test are available.

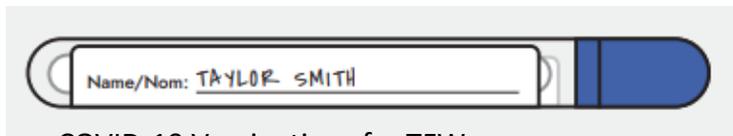
**Weekend courier services** began in April.

**Drop Box locations** have been identified where kits can be deposited.

**Mobile testing services** for employers in Ontario to support on-farm administration of the day 10 tests, where possible.

## Correct Test Labelling

- Incorrect labelling can cause delays in the test process or mean the laboratory is unable to run your specimens.



# **2<sup>nd</sup> doses of vaccines & 1<sup>st</sup> doses for current TFWs**

# Process for receiving 2<sup>nd</sup> doses of vaccines & 1<sup>st</sup> doses for current TFWs

## First Dose

In accordance with Phase Two of Ontario's vaccine implementation plan, the vaccination clinic at Pearson airport is only serving temporary foreign workers as these workers are at higher risk due to the living and working arrangements in high-risk congregate settings such as employer-provided living accommodations.

## Second Dose

Workers who receive their first dose at the airport will have their data entered into the Provincial Database to ensure monitoring and tracking of immunization status. The second dose will be offered through local public health in accordance with the provincial vaccination plan.

# **COVID-19 Safety for Farm Workers – Post Quarantine**

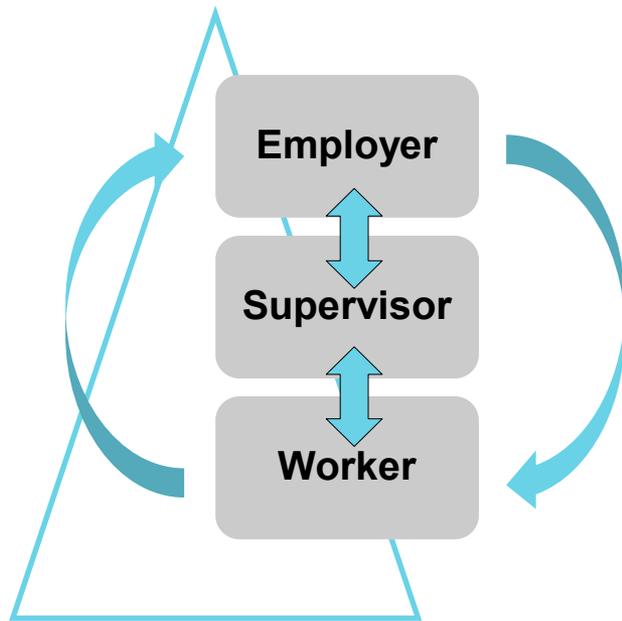
# Internal Responsibility System (IRS)

The OHSA makes it clear that employers have the greatest responsibilities with respect to health and safety in the workplace.

However, all parties have a responsibility for promoting health and safety in the workplace and to help the workplace be in compliance with the OHSA.

The respective roles and responsibilities for all workplace parties are detailed in the OHSA. This is the basis for the Internal Responsibility System (IRS).

# IRS



The **Internal Responsibility System** means that everyone in the workplace has a role to play in keeping workplaces safe and healthy. Workers who see a health and safety problem in the workplace, have a duty to report the situation to the employer or a supervisor. Employers and supervisors are required to address the issue and ensure that workers on a farming operation are aware of any hazard.

# Employer responsibilities

Employers have obligations under the Occupational Health and Safety Act (OHSA) and its regulations to protect workers from hazards in the workplace, including infectious diseases.

## Key Employer Duties

- Take **every reasonable precaution** in the circumstances for the protection of a worker
- Provide, maintain, and ensure proper use of equipment**, materials, and protective devices
- Ensure **required measures and procedures** are carried out
- Provide **information, instruction and supervision** to workers
- Acquaint workers** and supervisors with workplace **hazards**

# Worker Rights

- ❑ **Right to know** about any hazards to which they may be exposed
  - Employers are legally required to provide information, instruction and supervision to all workers and supervisors about known health and safety hazards in the workplace.
- ❑ **Right to refuse** unsafe work
  - Employers are not allowed to fire, discipline or penalize a worker for following workplace health and safety laws or refusing unsafe work.
- ❑ **Right to participate** in identifying and resolving health and safety concerns, including issues related to COVID19, for example, through membership on a joint health and safety committee (JHSC) or Health and Safety Representative (HSR).

# Worker Responsibilities

- ❑ Workers should follow the safe work procedures and the requirements of the employer's health and safety policy.
- ❑ Workers should be aware of and follow public health directives and guidance issued by Ontario's Chief Medical Officer of Health and the [Ministry of Health](#).
- ❑ If a worker becomes ill due to COVID19 or experiences any symptoms, the worker should report it to a supervisor immediately so that others can be tested and further controls can be put in place to prevent spread.
- ❑ If a worker sees anything that looks unsafe, they should tell a supervisor or employer right away. The worker may also speak to a member of the JHSC or a Health and Safety Representative (HSR).

**\* Don't wait until someone gets hurt or sick!**

# Develop your COVID-19 workplace safety plan

This MLTSD guide is for employers. Whether you are currently operating or planning for your workers to return to work, the guide will help you develop a plan to work safely. It will help prepare you to put controls into place to make the workplace safer for everyone.

You can use the COVID-19 safety plan template to create your plan.

<https://www.ontario.ca/page/develop-your-covid-19-workplace-safety-plan>

As quickly as possible upon arrival, workers should be instructed on the farm safety plan in a language they understand. Ex. Orientation training.

Check the [resources to prevent COVID-19 in the workplace](#) for sector-specific information and examples of controls that apply to your workplace specifically.

# JHSCs and HSRs



A joint health and safety committee (JHSC) is required when there are **at least 20 regularly employed workers** on the following farming operations: 1.Mushroom 3.Dairy 5.Cattle  
2.Greenhouse 4.Hog 6.Poultry



Farming operations that **regularly employ more than 5 workers**, but are not one of the six specified commodity groups, are required to have a Health and Safety Representative (HSR).

Key functions & powers of JHSC and HSR under OHSA	JHSC	HSR
Inspect the workplace at least once per month	✓	✓
Identify workplace hazards and make recommendations to employer	✓	✓
Obtain information from employer regarding identification of hazards	✓	✓
Inspect workplace/investigate following critical injuries, fatalities, or work refusals	✓	✓
Opportunity to accompany MOL inspector during inspection of the workplace	✓	✓
Committee meets at least once every three months and keeps minutes	✓	✗
Certified JHSC member may initiate bilateral or unilateral work stoppage, if they believe that “dangerous circumstances” exist	✓	✗

**A period that exceeds three months is generally considered “regularly employed”.**

# Reprisals under Section 50 of the OHSA

Employers are not allowed to reprimand (punish) a worker for obeying the law or exercising their rights.

## **Employers cannot:**

- ❖ dismiss (or threaten to dismiss) a worker
- ❖ discipline or suspend a worker (or threaten to do so)
- ❖ impose (or threaten to impose) any penalty upon a worker intimidate or coerce a worker.

\* If a worker feels like they may have been reprimanded against, they can call the Contact Centre at 1-877-202-0008 or email: [webohs@ontario.ca](mailto:webohs@ontario.ca)

# TFAW 2021 Farming Initiative strategy

Recently Ontario has experienced new positive cases and outbreaks on farms in some areas. As part of Ontario's outbreak management response, MLTSD will continue to conduct targeted inspections in 2021.

The 2021 initiative aims to:

- Raise awareness and compliance amongst farm workers, supervisors and employers about COVID-19 health and safety requirements.
- Enhance protection for temporary foreign agricultural workers living and working on farming and agricultural operations in the province.
- Increase compliance with the Occupational Health and Safety Act and applicable regulations in the farming community.
- Help stop the spread of COVID-19 in the workplace and in the community

# TFAW Initiative Focus

MLTSD is currently using the existing general duties section 25(2)(h) of the [Occupational Health and Safety Act](#) (OHSA) to require employers to take every precaution reasonable in the circumstances for the protection of a worker from COVID19 in the workplace.

This includes a focus on:

- ✓ Screening to prevent workers who may have COVID-19 from coming to work
- ✓ Physical distancing (a 2m separation) between workers
- ✓ Proper onsite hygiene
- ✓ Engineering controls
- ✓ Other precautions including the use of personal protective equipment (PPE)

**Note:** *The ministry also employs a team of specialists that may accompany an inspector to provide additional expertise. These professionals include: engineers, hygienists, doctors, ergonomists, and radiation experts. They may also bring or make referral to Service Canada and/or the local Public Health Unit as deemed appropriate.*

# We are here to help...

## Occupational Health and Safety Contact Centre

Call any time to report critical injuries, fatalities or work refusals.

Call 8:30 a.m. – 5:00 p.m., Monday – Friday, for general inquiries.

**Toll-free: 1-877-202-0008**

You can also e-mail questions to [webohs@ontario.ca](mailto:webohs@ontario.ca).

Reponses will be made within 5 business days.

**In an emergency, always call 911**

# Questions & Answers

# Thank you and next steps

An email will be sent to all attendees with a copy of this presentation and a link to the recording of the webinar.

Please also complete the survey that is included in the email.

Agri-food employers can contact [OMAFRA.Labour@Ontario.ca](mailto:OMAFRA.Labour@Ontario.ca) with questions.