

Vaccine Townhall of October 18, 2021

Thank you for attending the October 18 Vaccine Townhall: Focus on Business event. As promised, please see the attached slide decks used during this session:

- Vaccination Policies in the Workplace: What employers need to know
- Covid-19 Update from Durham Region Health Department
- Durham Region Business Recovery Resources

Please note that the public health presentation includes data which changes daily. For up to date information on public health statistics and up to date information about the current requirements under the Framework, please visit durham.ca/covid19. If you would like to view the event recording, it is now [available online](#).

For questions regarding public health measures, please call **Durham Health Connection line at 905-668-2020 or 1-800-841-2729**. Please leave a message and your call will be returned. Or fill in the online form located at <https://forms.durham.ca/Health/Contact-the-Health-Department>.

Additional questions:

- **Do patrons still have to provide ID when using the QR code?**
 - Individuals must provide proof of identification so that the business or organization can ensure the proof of vaccination belongs to the person. The person's identification must be issued by an institution or public body and show the name of the identification holder and their date of birth. A photo identification is not required. For more information please visit: <https://news.ontario.ca/en/backgrounder/1000980/using-your-enhanced-vaccine-certificate-frequently-asked-questions>.
- **Do minors between the ages of 12-17 need to provide identification as they may not have identification to verify their identity?**
 - If somebody is required to be fully vaccinated, they must prove both vaccination status and identity. The identification requirements are flexible, and identification is required to confirm only name of the person and date of birth – government identification can be used for this purpose; however, is not the only type of ID accepted. Proof of identity can be established using documentation issued by an institution or public body, provided it includes the name of the holder and date of birth. Identification that young people may have access to that include name and date of birth could include birth certificate, or a passport, among other forms of ID. Businesses or organizations should establish processes to ensure compliance with this requirement, including processes to ensure compliance with this requirement when a business or organization is uncertain whether a person is under 12 years of age. However, there is an exemption from this requirement if the patron is under 18 years of age and is entering the indoor premises of a facility used for sports and recreational fitness activities solely for the purpose of actively participating in an organized sport, as further described with the Ministry's Guidance.
 - Businesses or organizations should also establish processes to ensure compliance with requirements in O. Reg. 364/20 when a business or organization is uncertain whether a person is under 18 years of age, as applicable. Other exemptions may also apply.

- **For youth aged 12-17, what photo ID do they require? Some don't have passports, so what is the alternative? Are they allowed to carry a photocopy or phone screenshot of their passport in lieu of the actual hard copy?**
 - Photo ID is not required for any age group. While passports can be used as identification for this purpose; many other types of identification are also acceptable, including: birth certificate, citizenship card, driver's licence, government (Ontario or other) issued ID including health card, Indian Status Card / Indian Membership Card, or Permanent Resident Card. Photocopies of ID and digital versions (stored in phone) are generally not acceptable, but allowed for youth

Additional Resources:

If you are a business, please refer to the [Proof of Vaccination Guidance for Businesses and Organizations under the Reopening Ontario Act](#) and [Questions and Answers](#) document.

Health Information Resources:

- **COVID-19 Data Tracker:**
<https://app.powerbi.com/view?r=eyJrIjoiaWU2MmEzM2QtNDliNS00ZmlxLWI5MzYtOTU0NTI1YmU5MjQ2IiwidCI6IjUyZDdjOWMyLWQ1NDktNDFiNi05YjFmLTlkYTE5OGRjM2YxNiJ9>
- **Community re-opening toolkit:**
<https://www.durham.ca/en/health-and-wellness/community-reopening-toolkit.aspx>
- **Developing a Vaccination Policy:**
https://www.durham.ca/en/health-and-wellness/resources/Documents/Novel-Coronavirus/Vaccination_Policy_for_Workplace.pdf



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Vaccination Policies in the Workplace:

What employers need to know

Whitby Townhall for Business

October 18, 2021

Ian Johncox & Stephanie Miner

Agenda

1. Disclaimer
2. Employer Obligations
3. Policy Implementation
4. Policy Content
5. Exemptions
6. Non-Compliance
7. Privacy Considerations
8. Policies for Patrons
9. Questions



Disclaimer

- Regulations and recommendations pertaining to COVID-19 and vaccination are rapidly evolving.
- Because COVID-19 presents new challenges for everyone, there are very few legal precedents.
- Relevant policies and procedures may require updating as time goes on and as the law becomes clearer.
- The majority of our presentation today will address vaccination policies pertaining to employees in non-unionized workplaces.



Employer Obligations

What are an employer's obligations for COVID-19 vaccinations in the workplace?

Occupational Health & Safety Act:

- Employers are required to take every precaution reasonable in the circumstances for the protection of workers.
- This obligation extends to the risk of COVID-19.

Provincial & Regional Requirements:

- There is a requirement for businesses to operate in accordance with the recommendations of the Medical Officers of Health.



Policy Implementation

Can an employer require mandatory vaccination? If so, when?

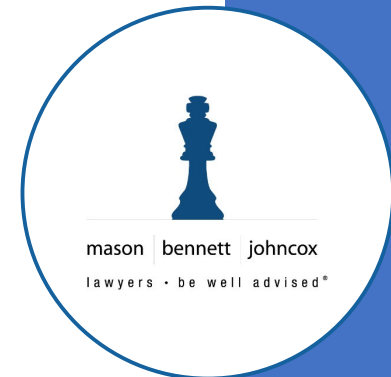
- An employer may implement a vaccine policy to comply with their obligations under the Occupational Health & Safety Act.
- The Ontario Human Rights Commission takes the position that workplace vaccination requirements are permissible.
- Be sure to consider the context, circumstances, and sector when deciding on a policy and specific vaccination requirements.
- Think about the message that a vaccine policy sends to employees.



Policy Content

What should a workplace vaccine policy include?

- There is no “one size fits all” policy!
- A policy should be in writing and made accessible to employees.
- Consider addressing:
 - Context
 - Scope
 - Definitions
 - Requirements
 - Verification
 - Timeline
 - Privacy
 - Exemptions
 - Accommodation
 - Non-compliance
 - Consequences
 - Updates



Exemptions

Are there exemptions for mandatory vaccination? If so, how should such exemptions be addressed?

Ontario Human Rights Code:

- Medical exemption
- Religious exemption?
- Evidence required
 - Ex. valid doctor's note
- Duty of employer to accommodate up to the point of undue hardship
 - Ex. work from home, frequent rapid testing, etc.
- Refer to OHRC Policy Statement on COVID-19 Vaccine Mandates and Proof of Vaccine Certificates



Non-Compliance

How do you address employees who refuse vaccination or take issue with a vaccine policy?

- Context matters.
- Understand what the employee's objection is. Have a conversation.
- If there is not a substantiated exemption, the employee is required to comply.
- Possible repercussions/consequences for non-compliance may be:
 - discipline?
 - termination – with or without cause?
 - other?



Privacy Considerations

What are the relevant privacy considerations for vaccine policies?

- Consider:
 - What information is requested
 - How it is stored
 - Who it is disclosed to and for what purpose
 - What is disclosed – general vs. specific
- Be sure to address these considerations in the policy.



Policies for Patrons

How do you address vaccine policies for patrons, customers, clients, etc.?

- Responsibilities and requirements may be different for patrons than employees.
- There are specific government requirements for certain sectors.
 - Restaurants, bars, event spaces, sports and fitness facilities, concerts, etc.
 - Refer to Ontario Ministry of Health Proof of Vaccination Guidance document.
 - Effective September 22, 2021.
- Businesses in other sectors may still refuse entry to those unvaccinated. In doing so, consider:
 - Sector/context
 - Having a policy in place
 - Exemptions
 - Alternative safety measures in lieu of refusing entry (distancing, limiting capacity, etc.)





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Questions?

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COVID-19 Update

Durham Region Health Department
Public Health Update for the
Business Vaccine Mandate Townhall
October 18, 2021



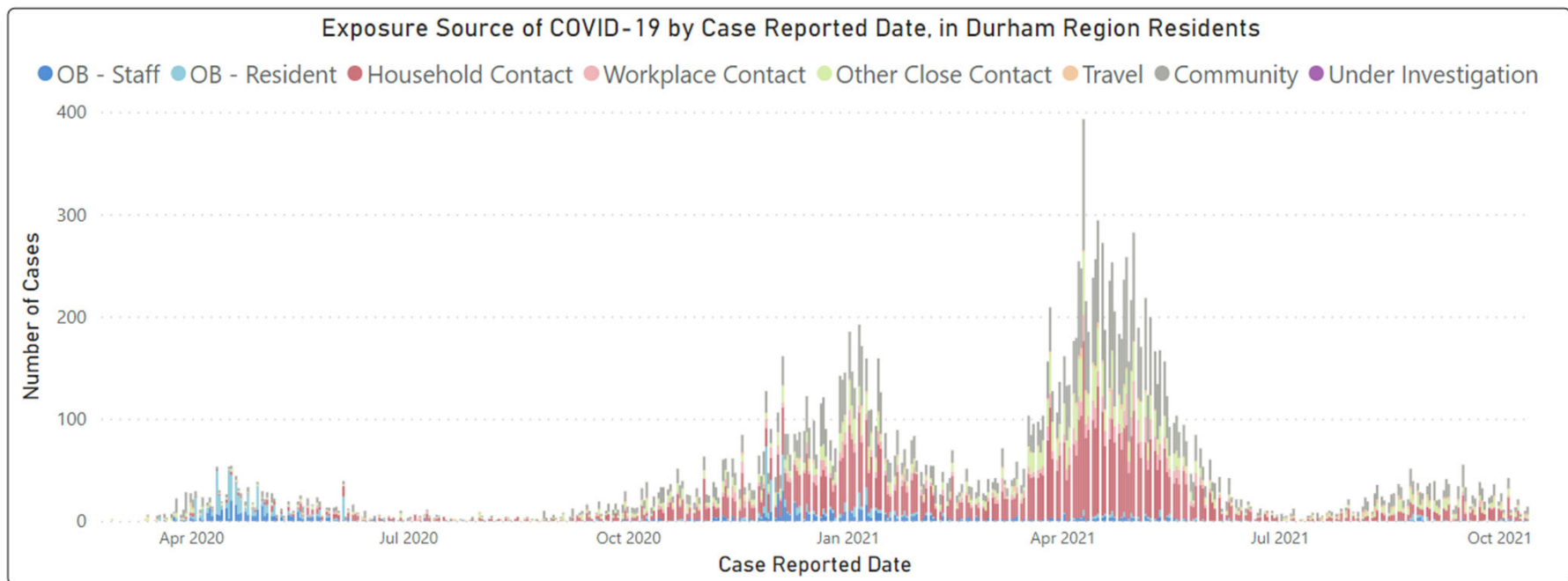
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Current Status

[Durham.ca/covidcases](https://durham.ca/covidcases) (Data Tracker)



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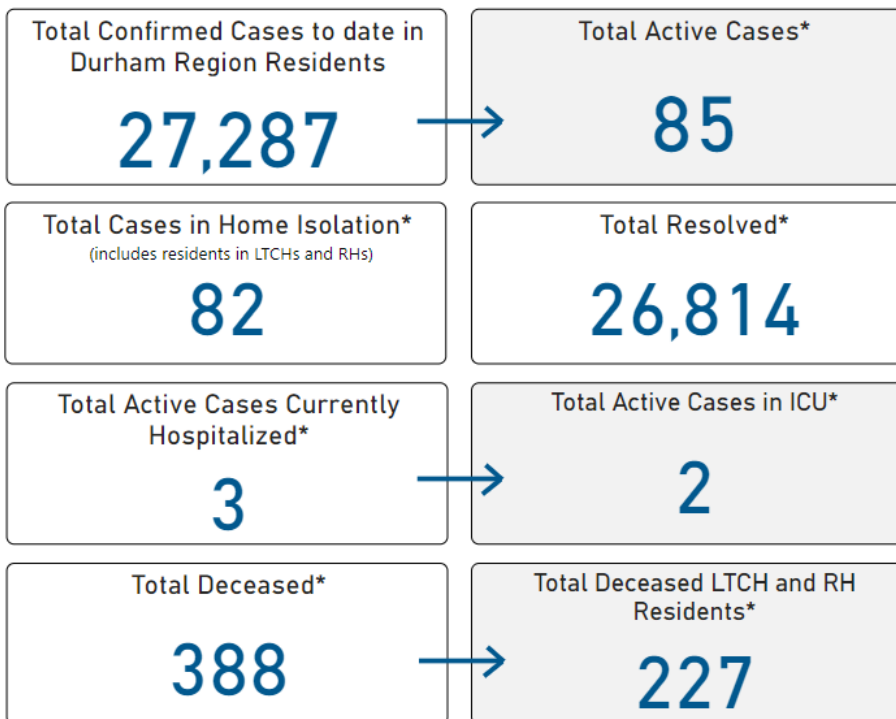
Current Status cont'd

	Oct 8	Oct 9	Oct 10	Oct 11	Oct 12	Oct 13	Oct 14
Reported Cases	13	21	7	6	9	13	13
Deaths	0	1	0	0	0	0	0

Current Outbreaks

Location	Active Outbreaks
LTCH, Retirement Homes, Hospitals	2
School and Childcare	4
Workplaces and Community Events	1
Total	7

Current Status of Cases





Variants of Concern

Variant of Concern (VOC) Cases

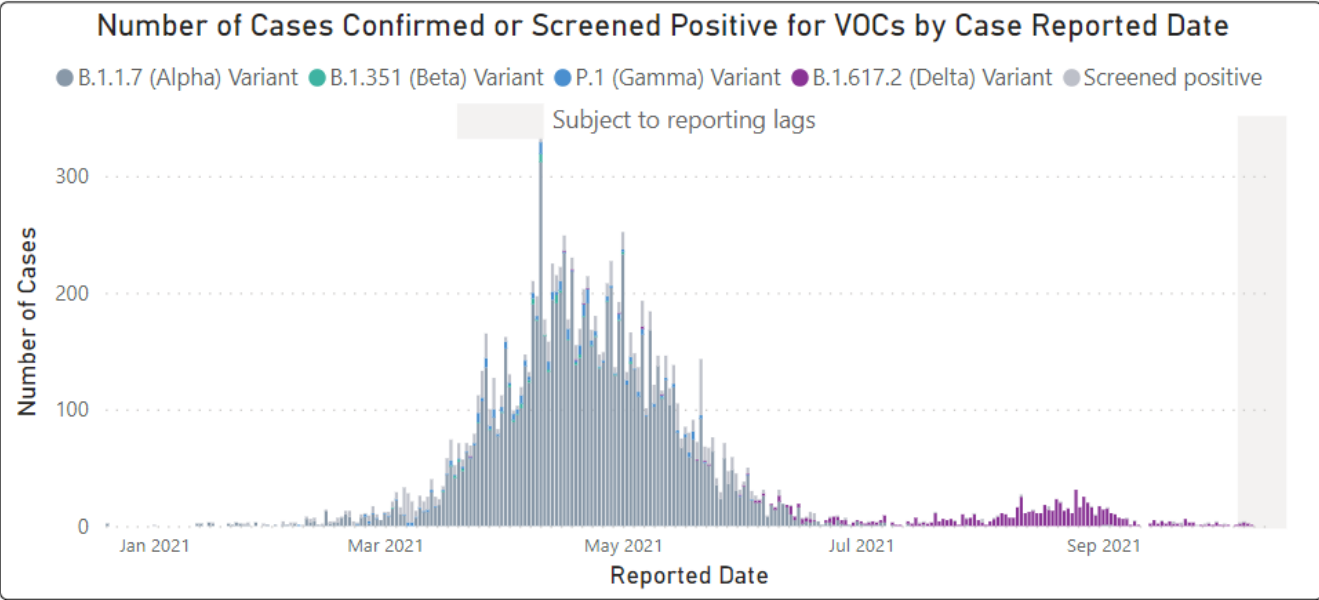
Total Cases Confirmed for VOCs	Total Cases Confirmed for the B.1.1.7 (Alpha) Variant	Total Cases Confirmed for the B.1.351 (Beta) Variant	Total Cases Confirmed for the P.1 (Gamma) Variant	Total Cases Confirmed for the B.1.617.2 (Delta) Variant
10,598	9,518	66	270	744

Total Cases Screened Positive for VOCs

1,244

Overall Total VOC Cases (Confirmed or Screened Positive)

11,842

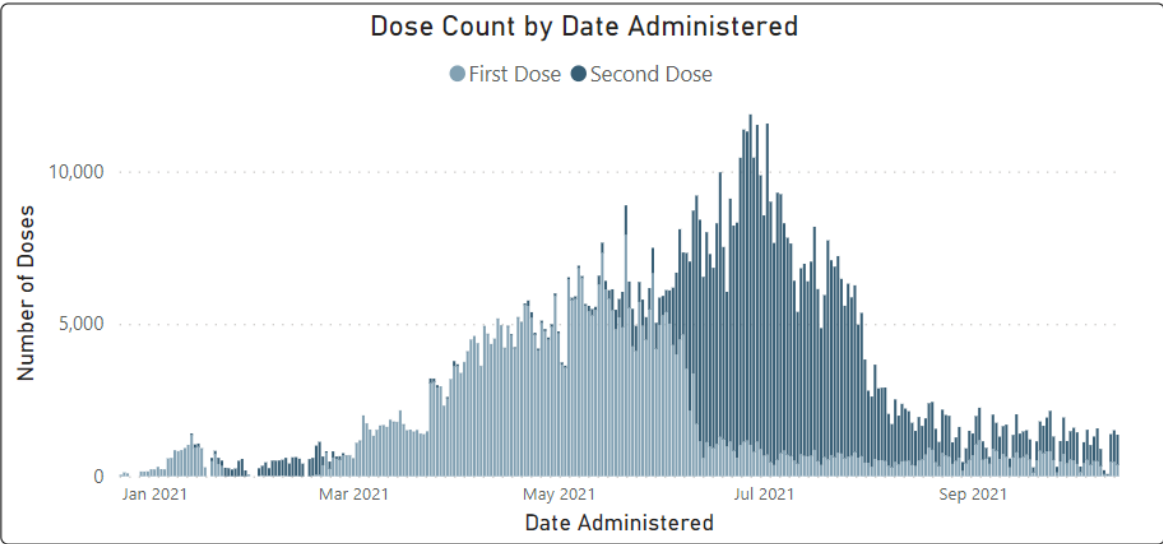




COVID-19 Vaccination Administration

<p>Total Doses Administered as of October 14, 2021</p> <p>1,007,644</p>	<p>Total Doses Administered in Community and Hospital Clinics</p> <p>758,169</p>	<p>Total Doses Administered in Mobile Clinics</p> <p>15,589</p>	<p>Total Doses Administered in Primary Care</p> <p>11,963</p>
<p>Total Doses Administered at Provincial Mobile Clinics</p> <p>2,616</p>	<p>Total Doses Administered in Hot Spot Pop-Up Clinics</p> <p>43,984</p>	<p>Total Doses Administered in Hot Spot Mobile Clinics</p> <p>10,648</p>	<p>Total Doses Administered in Pharmacies</p> <p>164,675</p>

[Durham.ca/vaccinetracker](https://durham.ca/vaccinetracker)





COVID-19 Vaccination Coverage

Total Number Receiving At Least One Vaccine Dose

544,726

Percentage Receiving At Least One Vaccine Dose

73.8%

Percentage Aged 12+ Receiving At Least One Vaccine Dose

85.2%

Percentage Aged 18+ Receiving At Least One Vaccine Dose

85.3%

Total Number Fully Vaccinated

520,200

Percentage Fully Vaccinated

70.5%

Percentage Aged 12+ Fully Vaccinated

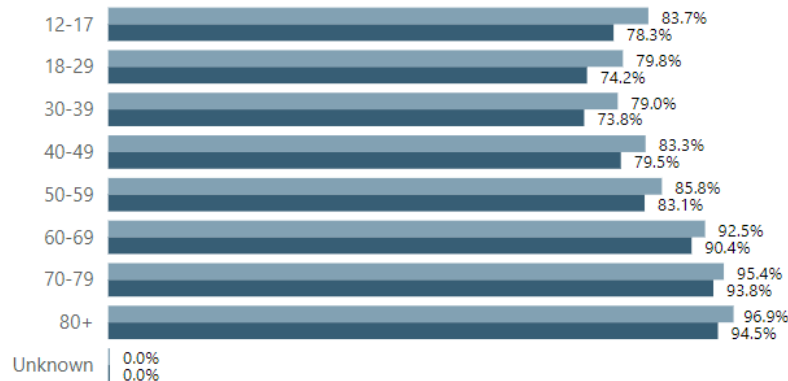
81.3%

Percentage Aged 18+ Fully Vaccinated

81.6%

Residents Vaccinated by Age Group

● Received At Least One Dose ● Fully Vaccinated



Residents Aged 18+ Vaccinated by Municipality

● Received At Least One Dose ● Fully Vaccinated





Weekly Epi Stats – Vaccination Status

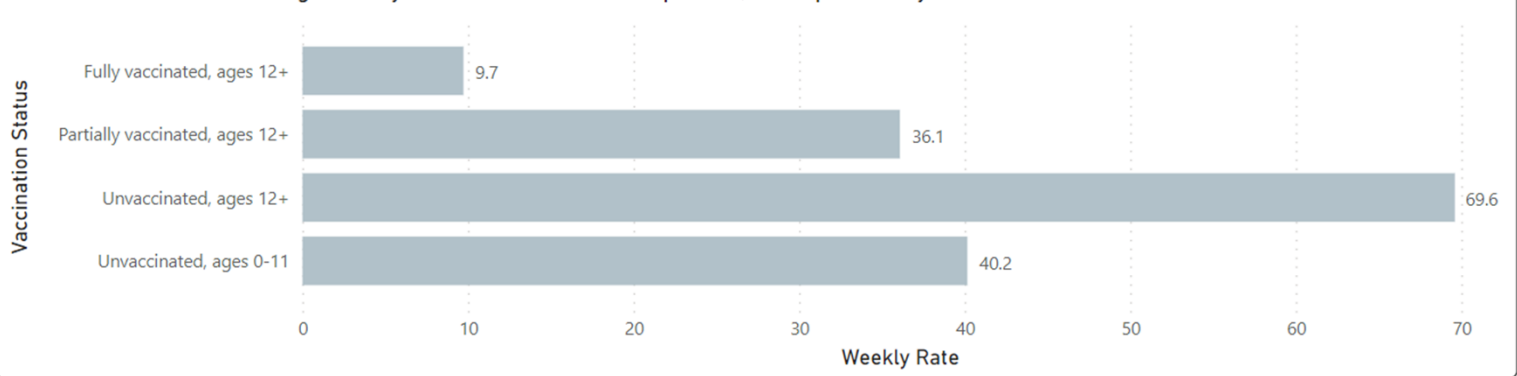
Vaccination Status of Durham Region COVID-19 Cases

This section is based on data from the past 4 weeks:
September 12 to October 9, 2021

The risk of COVID-19 infection is **7 times higher** among the unvaccinated population aged 12+ compared to the fully vaccinated population.

Vaccination Status	Number of Durham Region COVID-19 Cases in past 4 weeks	Durham Region Population (4-week average)	Rate of COVID-19 in past 4 weeks per 100,000 population	Average weekly rate of COVID-19 per 100,000 population
Fully vaccinated, ages 12+	192	493,757	39	9.7
Partially vaccinated, ages 12+	48	33,255	144	36.1
Unvaccinated, ages 12+	314	112,779	278	69.6
Unvaccinated, ages 0-11	158	98,360	161	40.2

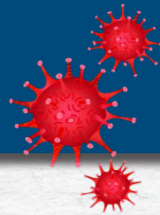
Average Weekly Rate of COVID-19 Cases per 100,000 Population by Vaccination Status (Past 4 Weeks)





Section 22 Class Order

Durham Region Health Department **COVID-19 Fact Sheet**



COVID-19 Class Order for Social Gatherings: Issued September 24, 2021.

Under what authority did Durham Region Health Department issue a class order related to social gatherings?

The Health Protection and Promotion Act (HPPA) authorizes the Medical Officer of Health to issue a class order to address the risks posed by the potential spread of COVID-19 to residents of Durham Region.

Why did the Medical Officer of Health issue this class order?

The Section 22 Class Order (Social Gatherings) is a tool to ensure timely and efficient case and contact management during the course of a COVID-19 investigation where a positive case has been identified at a social gathering. The Health Department will only request this information, if necessary, during a COVID-19 investigation associated with the social gathering.

This class order was issued as a result of an increase in the numbers of people contracting COVID-19 in Durham Region and the importance of timely and efficient case and contact management in order to reduce transmission in the community.

While the majority of hosts are compliant with the requirements to provide Durham Region Health Department (DRHD) information regarding attendees at social gatherings during a COVID-19 investigation or outbreak, there are some who do not cooperate. This class order is a legal tool to help ensure that all hosts of social gathering follow DRHD requirements to protect the health of the community.

- New Section 22 Class Order issued to hosts of social gatherings requiring them to provide a list of attendees if a positive COVID-19 case is associated with the gathering. The Class Order does not include social gatherings at private dwellings





Provincial Announcements

- October 9 – Province lifted capacity limits in select indoor and outdoor settings where proof of vaccination is required (e.g., theatres and cinemas, spectator areas of facilities for sports and recreational fitness, meeting and event spaces, etc.)
- October 1 – Province announced that COVID-19 vaccinations are mandated for all LTCH staff, support workers, students and volunteers by November 15, unless they have a valid medical exemption
- September 30 – Province recommends that COVID-19 vaccines may be given at the same time as, or any time before or after, other vaccines, including live, non-live, adjuvanted, and non-adjuvanted vaccines
 - Important with the launch of the annual Universal Influenza Immunization Program (UIIP)
- September 29 – Province recommends the use of Pfizer vaccine for individuals 18-24 years old, effective immediately
 - Recommendation is due to an observed increase of the very rare heart condition called pericarditis/myocarditis following vaccination with Moderna compared to Pfizer in this age group



Current COVID-19 Vaccine Plan

- Vaccinations continue for residents born in 2009 or earlier at mass immunization, mobile and pop-up clinics
- A third dose is being offered to individuals at highest risk of a reduced or waning immune response to the vaccine
 - Individuals will be contacted by their health care provider for information on how to access a third dose
 - Health Department staff is working with long-term care homes, high-risk retirement homes and First Nations elder care lodges to coordinate third dose vaccination of their residents





Current COVID-19 Vaccine Plan

- Walk-ins for first and second doses continue to be accepted at mass immunization, mobile and pop-up clinics for residents 12+ (including youth born in 2009)
- Mass immunization clinics
 - Based on increased demand, the Audley Recreation Centre, Ajax and Ontario Tech Campus Ice Centre, Oshawa, will remain open until December
 - Vaccinations continue to be available through mobile and pop-up clinics, health care providers and local pharmacies
 - Schedule for mobile and pop-up clinics available at durham.ca/covidvaccines
- On average 1,000 doses administered/day across the region over the past week



Current COVID-19 Vaccine Plan

- Mobile and pop-up clinics focus on target populations and communities with lower vaccination rates
- School-based clinics are planned in collaboration with school boards
 - Clinics began on September 7
 - Clinics open to staff, students and family members
 - Second dose clinics are being offered for individuals who received their first dose at school clinics held in September



COVID-19 Resources

DURHAM REGION

Select Language | I'd Like To...

Living Here ▾ | Discovering Durham ▾ | Doing Business ▾ | Health and Wellness ▾ | Regional Government ▾

COVID-19 Guidance and Advice for Businesses and Organizations

Home / Health and Wellness / COVID-19 Update / COVID-19 Guidance and Advice for Businesses and O...

COVID-19 Update ▾

- Case Status in Durham Region
- COVID-19 Guidance and Advice for Businesses and Organizations**
- COVID-19 Testing
- COVID-19 Vaccines
- Facts and Frequently Asked Questions
- Health Care Professionals

Province of Ontario - Proof of vaccination requirements

- Durham Region Health Department requirement of proof of vaccination
- Ministry of Health - Proof of vaccination poster/signage
- Ministry of Health Guidance Document - Proof of Vaccination Guidance for Businesses and Organizations under the Reopening Ontario Act
- [Ministry of Health Proof of Vaccination Q&A](#)

Invest Durham

The Durham Economic Task Force is here to help you navigate this crisis and working together to provide resources, tools and business support programs for businesses.

COVID-19 response for businesses





COVID-19 Resources

Durham Region Health Department
Requirement for Proof of Vaccination

Starting September 22, 2021, the following businesses and premises are required to ask patrons for proof of full vaccination against COVID-19 before entering the premises, subject to exemptions. Patrons intending to enter the following areas of businesses must have a valid digital or printed copy of their COVID-19 vaccination record along with a proof of identity to present to the business.

Business/Organization	Exemption	Additional Information
Indoor dining areas of restaurants, bars, and other food and drink establishments	Excludes: <ul style="list-style-type: none"> • outdoor patios • entry to the indoor areas for take-out, delivery, washroom use • access the outdoor area using an indoor route 	Proof of full vaccination against COVID-19 is required at dining areas of take-out facilities (e.g. food courts, quick service restaurants with seating).
Indoor and outdoor areas of food or drink establishments with dance facilities	Excludes take-out and delivery only.	
Indoor areas of meeting and events spaces	Excludes rentals for funeral services or wedding ceremonies.	Exemption does not include the social gathering after the funeral or wedding service.
Outdoor areas of meeting and event spaces with a usual capacity of 20,000 or more people		Between September 22, 2021 – October 12, 2021 , wedding and funeral social gathering attendees that are not fully vaccinated must provide proof of a negative rapid antigen test for COVID-19 a maximum of 48 hours before the event. This is not applicable for all other rentals.

cont'd on next page

durham.ca/novelcoronavirus
 Durham Health Connection Line | 905-668-2020 or 1-800-841-2729
 If you require this information in an accessible format, contact 1-800-841-2729.

Facebook Twitter YouTube Instagram

- New resource created to provide business owners/operators and patrons a summary of the proof of vaccination requirements in O. Reg. 364/20





Proof of Vaccination in Select Settings

- As of September 22, Ontario requires patrons to provide proof of vaccination in select settings such as:
 - Facilities used for sports and fitness including gyms;
 - Restaurants and bars;
 - Sporting events; and
 - Concerts, music festivals, theatres and cinemas
- Requirements will not apply to some outdoor settings (e.g., outdoor patios) or where people receive medical care, food from grocery stores etc.
- The Province revised [O. Reg. 364/20](#) and issued [guidance](#) for businesses and organizations to support them in implementing the proof of vaccination requirements



Settings Where Patrons Must be Fully Vaccinated*

Proof of vaccination does not apply to access necessary medical care, food from grocery stores, and basic medical supplies

To enter the business or organization, with limited exemptions:

- The patron must provide proof of being fully vaccinated and proof of ID (at point of entry of the required setting)
- The business or organization must review and confirm the proof
- Other public health and workplace safety measures will still apply, including masking and screening



Indoor areas of concert venues, theatres and cinemas



Indoor areas of facilities for sports and recreational fitness activities, including personal fitness training



Indoor areas of meeting and event spaces (e.g., banquet halls and conference / convention centres)



Indoor areas of horse racing tracks, car racing tracks and other similar venues



Indoor areas of commercial film and TV productions with studio audiences



Indoor areas of waterparks



Indoor areas where spectators watch sporting events



Indoor areas of casinos, bingo halls, and other gaming establishments



Indoor areas of restaurants, bars, and other food or drink establishments (excl. outdoor patios, delivery and takeout)



Indoor and outdoor areas of food or drink establishments with dance facilities (e.g., nightclubs and restoclubs; excl. delivery and takeout)



Indoor areas of strip clubs, bathhouses and sex clubs

Including outdoor areas that have a usual capacity of 20,000 or more people

*Specific exemptions apply

Ontario

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Compliance and Enforcement

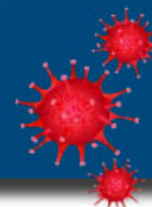
- Provincial offences officers including police, by-law, and public health inspectors have the authority to enforce all orders under the Reopening Ontario (A Flexible Response to COVID-19) Act, 2021
- Enforcement of proof of vaccination will take a graduated approach with an emphasis on education
- Failing to comply with the requirements of O. Reg. 364/20 can result in charges under the ROA.



COVID-19 Workplace Vaccination Policies

Durham Region Health Department

Recommendations for Establishing a Vaccination Policy for your Workplace



Employers have an obligation to maintain a safe work environment for their workers. To help reduce the risk of COVID-19 transmission, a workplace vaccination policy is an important measure employers should implement to protect their workers and the public.

Promoting vaccine uptake is important to help reduce COVID-19 workplace outbreaks and build confidence for a safer return to work. The COVID-19 vaccine is the best way to protect your workplace from the risks of COVID-19. It is safe and highly effective at reducing virus spread and protecting against serious illness.

Workplaces can help encourage vaccination by creating a supportive environment that makes it easier for workers to get vaccinated, and by providing information from trusted sources. COVID-19 vaccination provides an important layer of protection for workers, their families, and the community.

Your workplace policy should be in writing and adhere to the [Occupational Health and Safety Act](#), the [Ontario Human Rights Code](#) and [privacy laws](#).

Please note: the information provided on this webpage does not contain legal advice and should not be relied on or treated as legal advice; those for whom these recommendations are intended may seek their own legal advice for their specific circumstance.



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Thank you
Questions?



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Durham Region

Resources for Businesses



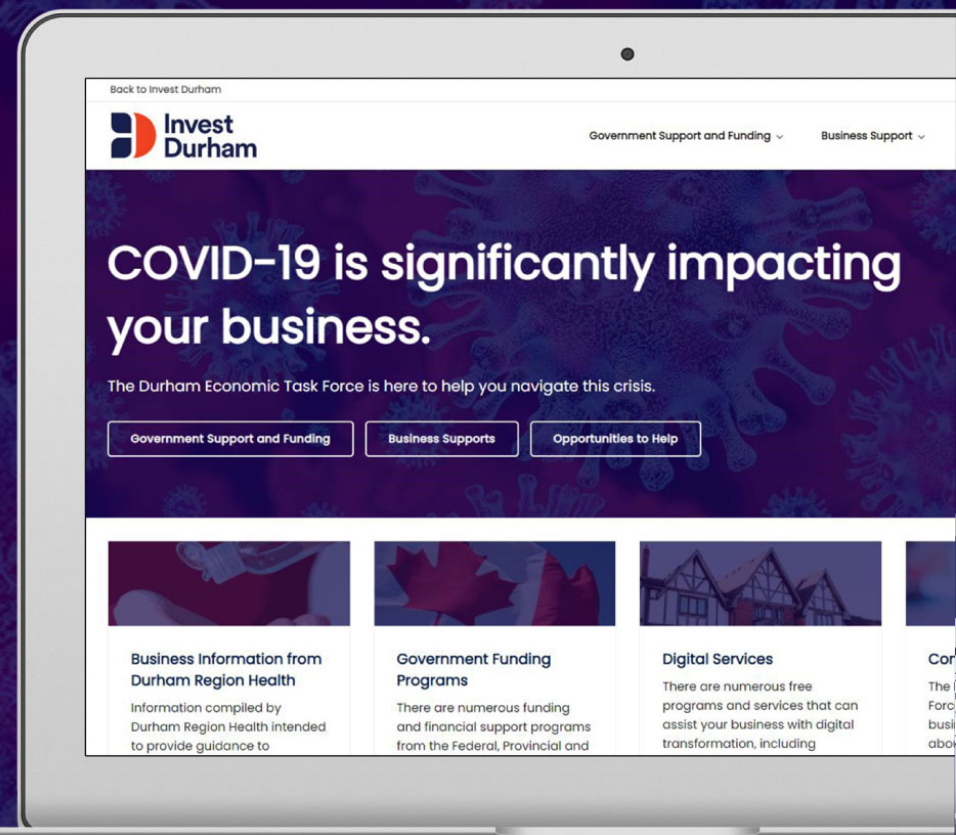


COVID Response

Durham Economic Task Force

- Includes health and safety resources
- Grant and funding programs
- Digital services and programs
- Latest updates from all levels of government
- Events and webinars

www.InvestDurham.ca/COVIDResponse





**Invest
Durham**

Three Ways to Support Local Businesses:



Search our local food directory and support Durham farmers

[InvestDurham.ca/LocalFood](https://www.investdurham.ca/LocalFood)



Search our local PPE directory and support Durham suppliers

[InvestDurham.ca/LocalPPE](https://www.investdurham.ca/LocalPPE)



Search for shops and restaurants offering delivery, pick up, or online shopping

[DowntownsofDurham.ca](https://www.downtownsofdurham.ca)

Durham Economic Task Force

Directories and Resources

- Local food directory:
www.investdurham.ca/localfood
- Local PPE directory to assist those supplying and buying PPE:
www.investdurham.ca/localppe
- Local directory of companies supplying e-commerce services:
www.investdurham.ca/localecommerce

Share the joy of supporting local! Shop Durham Region gift cards can be used across all vendors on the marketplace.

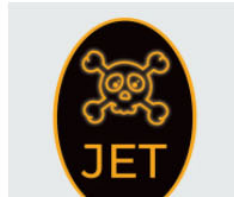
Shop Durham Region

Shop for hundreds of items from Durham-based businesses offering contactless pickup. Be sure to check back daily for new local products.

#ShopInDurham

- SHOP BY COMMUNITY
- SHOP BY COLLECTION
- SHOP BY VENDOR
- PURCHASE A GIFT CARD

Featured Products





**Durham Region's downtowns
represent our heritage and our
spirit.**

Search for a business

Select your chosen downtown and space type below to find so many amazing opportunities!

Select a Downtown



Select a Business Type



[Explore](#) the Downtowns of Durham

**Support main street businesses
now to help preserve our
vibrant communities.**

We're seeing momentum in entrepreneurial expression across the region, but especially in our downtowns. In the centre of our communities is where you'll find makers' and farmers' markets, a huge variety of restaurants, coffee roasteries, gaming cafes and

[Learn More](#)





Contact us for Help

Contact us for Help

COVID-19 represents an enormous challenge for all businesses in Durham Region. The Durham Region Economic Development task force is working together to provide resources, tools and business support programs for businesses.

Once you have filled out this form – your inquiry will be responded to by a task force member as soon as possible. Please note your information may be shared among the task force members to identify the best respondent.

First name*

Last name*

Company name*

Phone number*



Simon Gill

Director, Economic Development and Tourism
Region of Durham

InvestDurham.ca [in](#) [in](#) [in](#)

If this information is required in an accessible format, please contact
Economic Development & Tourism at 1-800-706-9857, ext. 2619.