

August 25, 2021

To all Employers and Workplaces in Peel Region,

**Re: Strong recommendation for all businesses to address employee vaccination in your COVID-19 workplace safety plan**

**Health  
Services**

Office of the  
Medical Officer  
of Health

PO Box 667  
RPO Streetsville  
Mississauga, ON  
L5M 2C2  
tel: 905-799-7700

peelregion.ca

**As the Medical Officer of Health, I strongly recommend that all employers in Peel review and update their COVID-19 workplace safety plans, which is required under the *Reopening Ontario Act*, to:**

- **include promotion of COVID-19 vaccination to workers,**
- **outline actions for unvaccinated workers, and**
- **speak to identifying workers' vaccination status for outbreak prevention and control.**

**Your workplace safety policy should include:**

- An assessment of risk of COVID-19 exposure in your workplace and actions to be taken based on this risk.
- Specific measures that workers must take, which, if requiring vaccination, may require workers to provide:
  - Proof of a complete vaccination series approved by Health Canada or the World Health Organization; OR
  - If unvaccinated, written proof of a medical reason, from either a physician or nurse practitioner, that also includes whether the reason is permanent or time-limited.
- How you will protect privacy if using employee vaccination status to take actions to mitigate COVID-19 risk?
- Specific measures that you may implement during an outbreak in the workplace, which may depend on vaccination status.
- Specific plans for additional infection prevention and control measures to prevent COVID-19 transmission to unvaccinated workers. These may include COVID-19 testing, strict adherence to and enforcement of masks/personal protective equipment, physical distancing and appropriate ventilation.

**Note:** These strong recommendations are not intended to replace or conflict with provincial or federal legislation or directives, including [Directive 6](#). Occupational health and safety in Ontario is within the scope of the Ministry of Labour, Training and Skills Development. Other statutes and considerations may also apply.

**This letter should not be considered legal advice. For specific questions on policy development or enforcement, employers should consider seeking their own legal advice for their employment law circumstances.**

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As Medical Officer of Health, I recognize the value of an open economy and know the negative impact of closures. Vaccination is currently our best defense against severe illness or death from COVID-19 and may also support short and long-term business continuity, and a safer workplace environment. Thank you in advance for your cooperation.

Sincerely,



Lawrence C. Loh, MD, MPH, FCFP, FRCPC, FACPM (*he/his*)  
Medical Officer of Health