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Lambton County Workplaces and Municipalities:

Re: Important Steps to Stay Open and Safe

Staying open and safe while within Step 3 of the Reopening Ontario Roadmap is a priority shared by business owners/managers. As an employer, **you are responsible to protect the health and safety of employees** under the ***Occupational Health and Safety Act*** and to ensure the consistent implementation of the **public health measures** outlined in the ***Reopening Ontario Act*** (ROA).

Mandatory Public Health Measures:

Measures such as **capacity limits, active screening, contact tracing, wearing masks, practicing physical distancing, and cleaning and disinfecting** are outlined in the Reopening Ontario Act under **[O. Reg. 364/20 Schedule 1 General Rules](#)** and the specific rules that apply to your business under **[O. Reg. 364/20 Schedule 2](#)**.

These measures **apply to everyone; including individuals who are fully vaccinated**. Until we achieve widespread protection against the virus, it is important to protect employees and members of the public who are not yet fully vaccinated. We, therefore, encourage everyone to ensure these measures are implemented so **all businesses may stay safe for everyone and enable them to remain open**. We thank business owners/managers and their staff who are consistently implementing these measures.

Two of the measures to bring to your attention include:

- **Masks or face coverings continue to be required** in all indoor premises of businesses or work vehicles. See **[Schedule 1 Section 2 \(3.1\) for details and \(4\) for exemptions](#)**.
- **[A Safety Plan](#)** must be developed according to **[Schedule 1 Section 3.3](#)** and posted. This plan is mandatory under the ROA and should outline how your business is ensuring all workplace control measures are being implemented. To support the development of this plan visit **<https://www.ontario.ca/page/resources-prevent-covid-19-workplace>**

Vaccinations:

[Increasing vaccination rates](#) will help protect your workplace by reducing the risk of spreading COVID-19 and therefore possible absences. Clearly, when employees are

off work due to illness, a business' productivity is impacted. While not required by the ROA, we encourage you to consider taking some additional steps:

- Implement a workplace vaccination policy to ensure the health and safety of all employees. Information to assist writing a policy is on the [Workplace and Vaccination page](#) of our website.
- Register with the Sarnia Lambton Chamber of Commerce for The StaySafe™ Lambton initiative. They have partnered with TechAlliance of Southwestern Ontario to equip small and medium-sized businesses with free self-swab, rapid antigen screening to help keep businesses open and safe. Learn more at www.staysafelambton.ca.

Resources and FAQs are kept up-to-date on the [Workplace and Municipal COVID-19 page](#) of our website. Please reach out to our workgroup with any questions.

Sincerely,

Workplace and Municipal COVID-19 Liaison Team
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