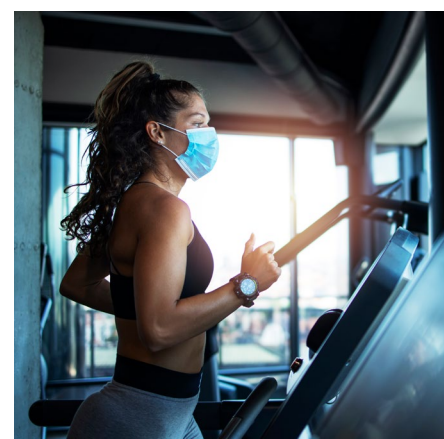




# VACCINATION MANDATES: What Your Business Should Know







The Toronto Region Board of Trade is committed to supporting businesses as they reopen safely. As more tools emerge in the fight against COVID-19, we are also committed to measures aimed at protecting employees and the public while averting the need for future lockdowns and an extended economic downturn.

Businesses and other organizations will need to determine whether, and how, a government vaccination mandate will affect their patrons and employees. Furthermore, they will need to decide whether to implement their own vaccination requirement, as has already been done by many large organizations. Rapid testing programs, as have been supported for small- and medium-sized businesses by the Toronto Region Board of Trade, are an additional layer of protection that can be used.

These decisions must be undertaken in the context of privacy and other rights, as well as other legal risks. Furthermore, organizations must take into account the concerns of their employees and patrons, as well as governance and logistical challenges with implementing these policies.

This reference guide is intended to support businesses of all sizes across different sectors in understanding and implementing mandatory vaccination and related policies for employees or patrons.



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## Mandatory Vaccination Policies

The Government of Ontario has implemented a mandatory vaccination policy for patrons, but not employees, of certain types of non-essential businesses in certain settings, including various exceptions. The responsibility of implementing and verifying compliance with the prescribed requirements falls on these businesses.

Organizations also have a choice to voluntarily establish their own vaccination policy, including for employees, and many are opting to do so. Organizations not subject to the provincial policy are required to comply with the recommendations of local medical officers of health as they pertain to vaccination policies.

- To date, a growing number of organizations have announced or established mandatory vaccination policies, requiring proof of immunization for staff to be physically present in their workplaces. Among these organizations are the federal public service, federally regulated businesses (including banks, broadcasting, interprovincial transportation), the Ontario Public Service and its Crown agencies, universities and colleges, hospitals, the City of Toronto and its agencies, Maple Leafs Sports and Entertainment, airlines, including Air Canada, technology companies (such as Uber, Twitter, Lyft, Google), and other private sector enterprises.
- 62% of Canadian small- and medium-sized businesses plan to make vaccination mandatory for their employees, according to a recent KPMG poll.<sup>1</sup>

Ontario is not alone in implementing a proof of vaccination system as well as limited vaccination policy mandates. Multiple Canadian and international examples exist and can be found in Appendix A.

### Definition of Fully Vaccinated

According to guidance from the Government of Ontario for purposes of its patron-facing proof of vaccination program, the definition of ‘fully vaccinated’<sup>2</sup> means that an individual has received:

- the full series of a Health Canada-authorized vaccine and includes any combination of those vaccines; or
- one or two doses of a vaccine not authorized by Health Canada, followed by one dose of a COVID-19 mRNA vaccine that is authorized by Health Canada; or
- three doses of certain COVID-19 vaccines that are not authorized by Health Canada.

In addition, an individual is only considered fully vaccinated after fourteen days from the date of their final dose.



# Mandatory Vaccination Policies

## Proof of Vaccination for Patrons of Certain Businesses

As of September 22, 2021, for businesses welcoming patrons to their premises for certain activities, the Government of Ontario will require patrons to be fully vaccinated and provide proof of their vaccination status and identification as a condition of entry, or alternatively, provide proof of exemption and identification. While the specific categories of businesses are set out in regulations, in general, the regulations apply to indoor areas of:



Concert Venues



Casinos and Bingo Halls



Theatres



Racetracks



Cinemas



Adult Entertainment Clubs



Waterparks



Meeting and Event Spaces



Restaurants



Sports & Recreation Facilities



Bars



Indoor and Outdoor Areas of Nightclubs



Production Studios with Live Audiences

### Limited exemptions apply for:

- Patrons entering an indoor area for transactional purposes (place an order, pay for an order, and purchase admission), to use a washroom, or to access an outdoor area;
- Patrons with a **medical exemption**, as noted below;
- **Children under 12**, and patrons under 18 using indoor recreation facilities for purposes of actively participating in organized sports;
- **Attendance at a wedding** (without attending associated social gatherings) or at a **funeral**.



Paper or pdf  
vaccine receipt

## Verification of Proof of Vaccination

September 22 - October 22, 2021

Beginning on September 22, existing vaccination receipts issued by the Ministry of Health will be verified in conjunction with a government issued piece of ID. These vaccination receipts are issued in paper format at the time a dose is administered and are available by email or through the government's **online portal**. Those without access to internet or a printer can obtain a receipt by calling the **Provincial Vaccine Contact Centre at 1-833-943-3900**.

Businesses will be required to verify that the name and date of birth on the vaccination receipt matches the patron's physical ID. Photo ID is not required for validation. Validation of vaccination against a piece of ID is based on two key identifiers:

- name of the identification holder; and
- their date of birth.

Businesses will also have to ensure that the vaccination receipt shows that the patron is fully vaccinated by verifying the number of administered doses and that fourteen days have passed since their final dose. A business or an organization is not permitted to retain any vaccination information provided by a patron.

For the limited period between September 22- October 12, a negative COVID-19 antigen test result may be provided instead of proof of being fully vaccinated for indoor social gatherings associated with weddings and funerals in meeting and event spaces.

Businesses are expected to deny entry to those who fail to produce the required identification and proof of vaccination (or exemption). Assistance from law enforcement may be sought when the business considers this appropriate such as in instances of noncompliance, threats, or violence from patrons.

### 1 Proof of Immunization Required (EFFECTIVE SEPTEMBER 22)

PAPER OR PDF VACCINE RECEIPT

### 2 Certificate with QR Code and Verification App (EFFECTIVE OCTOBER 22)

#### SAMPLE USER JOURNEY



Jane received all doses of her WHO-approved COVID-19 vaccine and **receives a vaccine receipt** (through digital portal or service desk)

Jane receives the **provincially issued vaccination receipt** which she prints or stores on a mobile device as a PDF (in October, the receipt will have a QR code)

Jane now has her vaccine receipt, ready to be used as **proof-of-vaccination**

Jane displays her vaccine receipt along with another piece of **physical identification** (e.g., photo health card or driver's licence)

Organizations and venues visually verify the **vaccine certificate** and **physical ID**



Source: Ontario's Enhanced COVID-19 Vaccination Certificate, Ministry of Health, September 1st, 2021



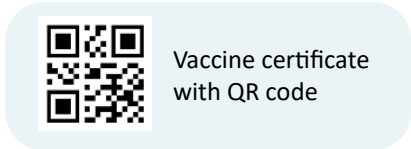
## Verification of Proof of Vaccination

After October 22, 2021

On October 22, the Government of Ontario is expected to release an enhanced digital vaccination certificate that includes a QR code along with a verification app used to scan the unique QR codes. An individual will be able to access their enhanced vaccination certificate by downloading it through the provincial **online portal**. Those without access to internet or a printer can obtain a certificate by calling the **Provincial Vaccine Contact Centre at 1-833-943-3900**. The certificate can be printed or presented on a mobile device, together with a piece of government-issued ID.

Businesses will be able to obtain a verification app to scan the QR codes. They will be required to verify that the information presented on a patron's vaccination certificate matches their ID. Further guidance is expected to be released in advance of October 22, when the enhanced vaccination certificate as well as a verification app to allow businesses and organizations to read the QR code will become available.

Unlike in Quebec, whose system is outlined in the appendix below, consumers will not be provided with a separate app to store and display their proof of vaccination. Instead, they will download a PDF document that they can store on their phone and display as required.



## Medical Exemptions

Until October 22, patrons with a medical exemption must provide a written document, signed by a physician (designated as 'MD') or registered nurse (designated as 'Registered Nurse (Extended Class)', 'RN(EC)', 'Nurse Practitioner' or 'NP') to validate their exemption.

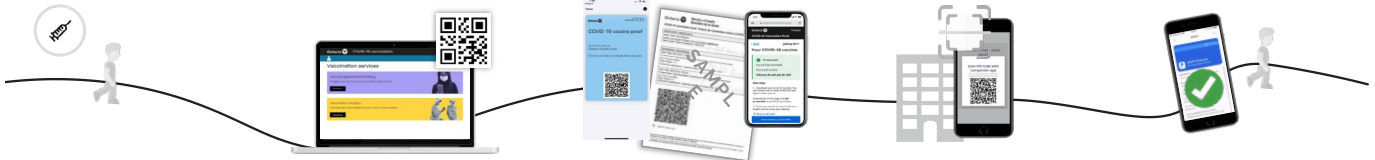
The document must state that the individual is exempt for a medical reason from being fully vaccinated against COVID-19 and the duration that this exemption is valid. The patron must also provide identification.

After October 22, the Government of Ontario has indicated that medical exemptions from COVID-19 vaccinations will be built into the QR code that will be added to vaccination receipts so that businesses will not have to verify those forms after the QR code becomes available.

For reference, a list of medical exemptions provided by the Ontario Ministry of Health is **available here**.



### SAMPLE USER JOURNEY



John received all doses of his WHO-approved COVID-19 vaccine and **requests a vaccine certificate** (through digital portal or service desk)

John receives the provincially issued and signed vaccination certificate (PDF with **QR code beside text**) which he prints or stores on a mobile device (such as Apple Wallet) as a PDF

John now has version of his vaccine certificate where the QR code contains **similar information as is printed on the certificate**

John **presents** his vaccine certificate by displaying the QR code for scanning along with an appropriate piece of ID

A provincially provided **application** reads the QR code, verifies it originated from a trusted source, and displays John's status based on provincial guidelines



Source: Ontario's Enhanced COVID-19 Vaccine Certificate, Ministry of Health, September 1st, 2021

## Local Public Health Recommendations

Current Ontario regulations require the person responsible for an open business to comply with the recommendations of regional public health authorities regarding vaccination policies. For example, Toronto's Medical Officer of Health issued a **strong recommendation** that employers institute workplace vaccination policies applying to employees. Businesses should review the recommendations of the local public health authority where they have workplaces or other operations or premises for applicable guidance on workplace vaccination policies. Toronto Public Health has provided an **informational page** on proof of vaccination.

## Legal Considerations

As discussed above, certain businesses in Ontario must require proof of vaccination by law. In addition, businesses may choose to introduce vaccination policies for employees, patrons, and other business visitors. In implementing a vaccination policy, businesses should carefully consider their legal obligations in relation to employment and occupational health and safety, occupier's liability, the Human Rights Code (Ontario), and privacy laws and should seek legal advice.





## Ongoing Challenges

Throughout the pandemic, businesses have faced severe challenges sustaining their businesses while ensuring public health. Taking action to ensure individuals remain safe and businesses open, there are several ongoing concerns regarding implementation and safety that businesses have raised in anticipation of the vaccination certification mandate beginning September 22, 2021. Some examples of such considerations are listed below.

The business community has been outspoken in its desire to have these concerns addressed in the immediate term, recognizing the considerable logistical challenges that this policy will bring, as well as the risks potentially posed by bad actors. Many are concerned that readily available policy loopholes and insecure documentation will provide a pathway for business and individuals opposed to the policies to flout efforts to contain spread, in turn negating all the hard work and investment businesses have taken to maintain public health safety.

### Operating Capacity

With operating budgets already under severe strain from the pandemic, businesses that are being asked to verify large numbers of vaccination credentials, such as restaurants, bars, and large event venues, are concerned their staff simply won't have the time or capacity needed to complete a thorough check. Therefore, any credential must be both secure enough to prevent forgery yet user-friendly enough to allow for exceptionally quick verification.

### Needed Equipment and Staff

Staff may be required to use personal devices to verify validity. Alternatively, businesses will need to invest in new equipment, which is an added business expense. Furthermore, additional staffing requirements present a challenge at a time of labour shortage, and necessary training will be an added business expense.

### Patron Capacity Limits

While preventing future lockdowns is the primary objective of vaccination mandates, there was also hope that, with verification of universal vaccination, it would be possible for businesses to return to their traditional operations, including in terms of patron capacity. While



recent changes have increased capacity limits for large events, limits remain in place in several sectors despite the imposition of mandatory proof of vaccination entry requirements.

### Validity of Credentials

Businesses are unable to verify the credentials with a central authority, and the initial credentials themselves are simple PDF documents, which are easily forged or manipulated. Therefore, while businesses are keen to ensure they're able to offer a safe space to patrons and clients, they worry that the current system is too susceptible to malfeasance. Once the QR code-based system is implemented, forgery challenges will diminish significantly.

### Validity of Exemption

Prior to the implementation of the QR code-based system, which will incorporate exemptions, businesses will need to have procedures to enable employees to recognize valid medical exemption notes from doctors and nurse practitioners.

### Structural Exemptions

Many situations allow individuals exemption from showing proof of vaccination or a valid vaccination exemption. For example, someone entering a business premise temporarily or to access an outdoor area do not need to provide credentials, though they may pose transmission risk to other patrons who have provided proof of vaccination or exemption. Furthermore, determining whether a patron is subject to an exemption for a short visit adds an additional enforcement burden to employees.

### Security and Strength of QR Code Verification

In anticipation of the more secure, QR code-based vaccination verification system, businesses have voiced concerns that the processes needed to scan the code and then cross-reference identification will be too time-consuming and technologically cumbersome. It is therefore recommended that the government remain cognisant of how costly even seemingly fast processes can be when repeated hundreds or perhaps thousands of times in one day. Further, the technology and connectivity needs of the verification process must be resistant to both malfeasance and system-wide failure or crash.

### Lack of Procedural Direction

There are no clearly defined procedures to handle clientele who are unable or unwilling to provide proof of vaccination. Businesses cannot be relied on to police vaccination status. Clear procedures must set for businesses which experience patron resistance to the new policies, or grow concerned over the authenticity of documentation. Legal precedent must be established to provide businesses with an understanding of liabilities and how the procedures available to them can limit their exposure.

### Interoperability

With ongoing discussions of how a digital identification 'card' could be used to aid economic participation and ease identification documentation processing and maintenance, it behooves the government to consider how a 'vaccination certificate' could be made interoperable with a 'digital ID'. Interoperability is also an issue for interprovincial and international travellers, whose credentials need to be reliably verified.

## Enforcement

Non-compliance by individuals and businesses can result in fines under the Reopening Ontario Act, and can be enforced by all Provincial Offences Officers, including by-law officers, police, and public health inspectors.



The City of Toronto will be working with businesses to educate them on the Province of Ontario's proof of vaccination requirements under the Reopening Ontario Act (ROA).



Staff from Toronto Public Health and Municipal Licensing and Standards will continue to conduct inspections to ensure businesses are following the requirements under the ROA, including the new vaccination requirements, and will work to respond to complaints.



The public is reminded that instances of violence should be referred to the Toronto Police Service.



911 should only be called when there is immediate threat, such as trespass, a physical assault, or a crime in progress.



Concerns regarding businesses or organizations not following the regulations should be directed to 311 for investigation.



A business or an organization is not permitted to retain any vaccination information provided by a customer or patron.





## Implementation Considerations by Sector

Information below highlights key considerations by sector.

### Public Sector

**For patrons:** It should be noted that public services considered essential will remain accessible without proof of vaccination, though this may exclude interprovincial air and rail travel. The remainder of this section therefore considers vaccination policies for employees.

#### Government of Ontario Employees

All employees in the Ontario Public Service and employees of Crown agencies will be required to get vaccinated and provide proof of vaccination to be able to return to the workplace. Unvaccinated employees will be required to take an educational session on the benefits of vaccination and undergo regular testing. The policy will apply to all public servants working in ministries or Commission public bodies.

#### Federal Public Service and Federally Regulated Organizations

The Government of Canada announced on August 13, 2021, that all members of the federal public service will be required to be vaccinated by as early as the end of September.

Federally regulated employees in the air, rail and marine sectors will have to be fully vaccinated by no later than the end of October 2021. The federal government has indicated it expects Crown corporations and other federally regulated employers, such as those in the financial services, broadcasting, and communications sectors, to require mandatory vaccination of employees as well. [See here](#) for a list of federally regulated industries.

The vaccination requirement will also extend to certain travellers. This includes all commercial air travellers, passengers on interprovincial railways, and passengers on large marine vessels with overnight accommodations, such as cruise ships.

#### City of Toronto Employees

All City of Toronto employees are required to be fully vaccinated against COVID-19 by October 30, 2021. Employees were required to demonstrate proof of a single dose by September 30 and proof of a second dose by October 30.

Employees who are unable to get vaccinated will be required to request an exemption according to a substantiated Human Rights Code accommodation. They may be required to take additional infection prevention measures such as providing proof of negative COVID-19 tests and self-isolating if exposed to COVID-19.

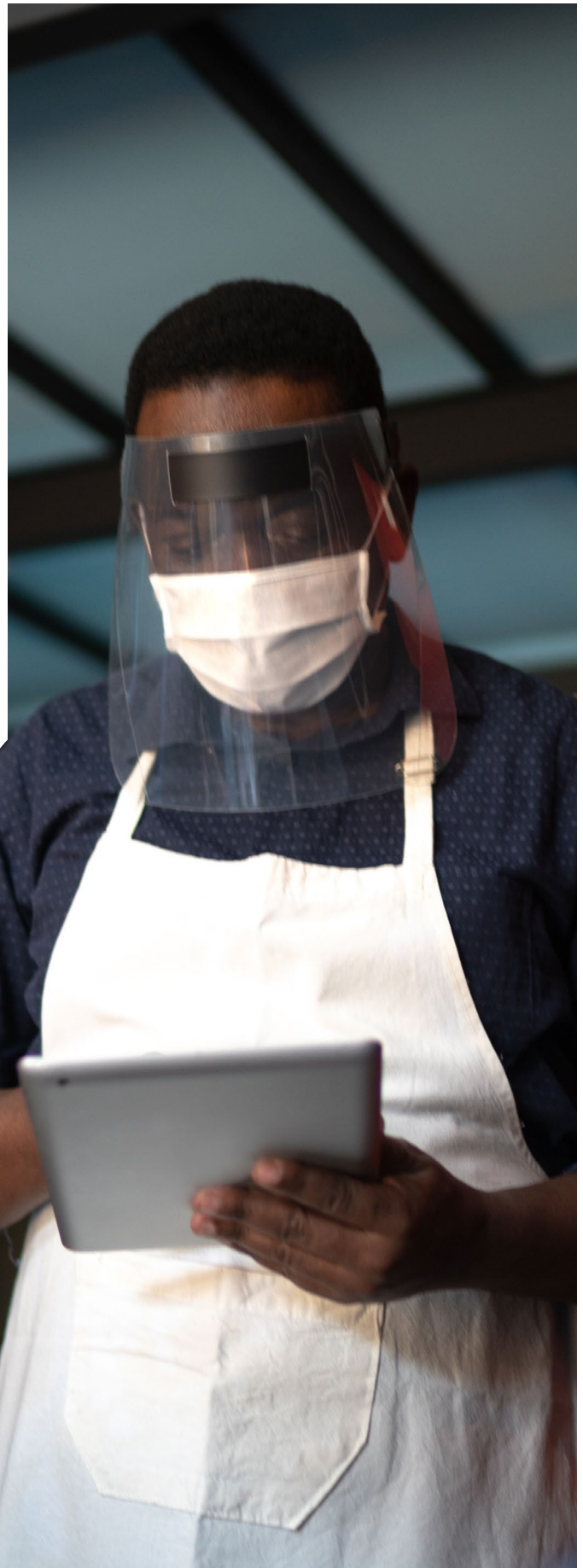
Employees who are not fully vaccinated or have not disclosed their vaccination status will be required to attend mandatory education on the benefits of vaccination. Employees who do not comply with this City of Toronto policy may be subject to discipline or dismissal.

## Hospitality

**For employees:** Mandatory employee vaccination is at the employer's discretion, subject to compliance with recommendations imposed by local medical officers of health as they pertain to vaccination policies.

**For patrons:** In the hospitality space – including restaurants, nightclubs, casinos, bingo halls, and gaming establishments – patrons must provide proof of full vaccination (paper/PDF vaccination receipt until future digital services are available) along with government-issued ID.

- To operationalize vaccination verification, businesses will need procedures and staff to assess proof of vaccination at entry (paper/PDF + ID until October 22; QR codes after October 22)
- Prior to October 22, Ontario's Ministry of Health will be developing and releasing a **verification app** to enable businesses with QR code vaccination verification.
- Businesses will be responsible to ensure they meet the requirements to verify proof of vaccination from patrons.
- Patrons are required to ensure that the information they present as proof of vaccination and proof of identification is accurate.







## Retail

**For employees and patrons:** Retail spaces are not subject to governmental proof of vaccination mandates; however, policies may be determined by businesses. Retailers remain subject to regulations in other areas, including capacity limits and mandates that masks are worn by both employees and customers, as well as recommendations imposed by local medical officers of health as they pertain to vaccination policies.



## Office

**For employees:** Subject to compliance with recommendations imposed by local medical officers of health as they pertain to vaccination policies, vaccination mandates in office spaces are subject to the employer's discretion.

**For employees in federally regulated businesses:** Office spaces in federally regulated businesses, as well as the federal public service, are subject to federal regulation, which mandates proof of vaccination. This includes employers in the federally regulated air, rail, and marine transportation sectors. The expansion of these policies has been announced, proposing application more broadly to all federally

regulated businesses, including banks, broadcasting, and telecommunications. [See here](#) for a list of federally regulated industries.

A number of organizations in this sector are making full vaccination a condition of return to office, while others are making it a comprehensive organizational policy.

- Organizations looking to require proof of vaccination for employees returning to the office are utilizing existing financial and human capital platforms such as **Workday**, which a number of banks have indicated they planning to use to operationalize their mandatory vaccination policies.



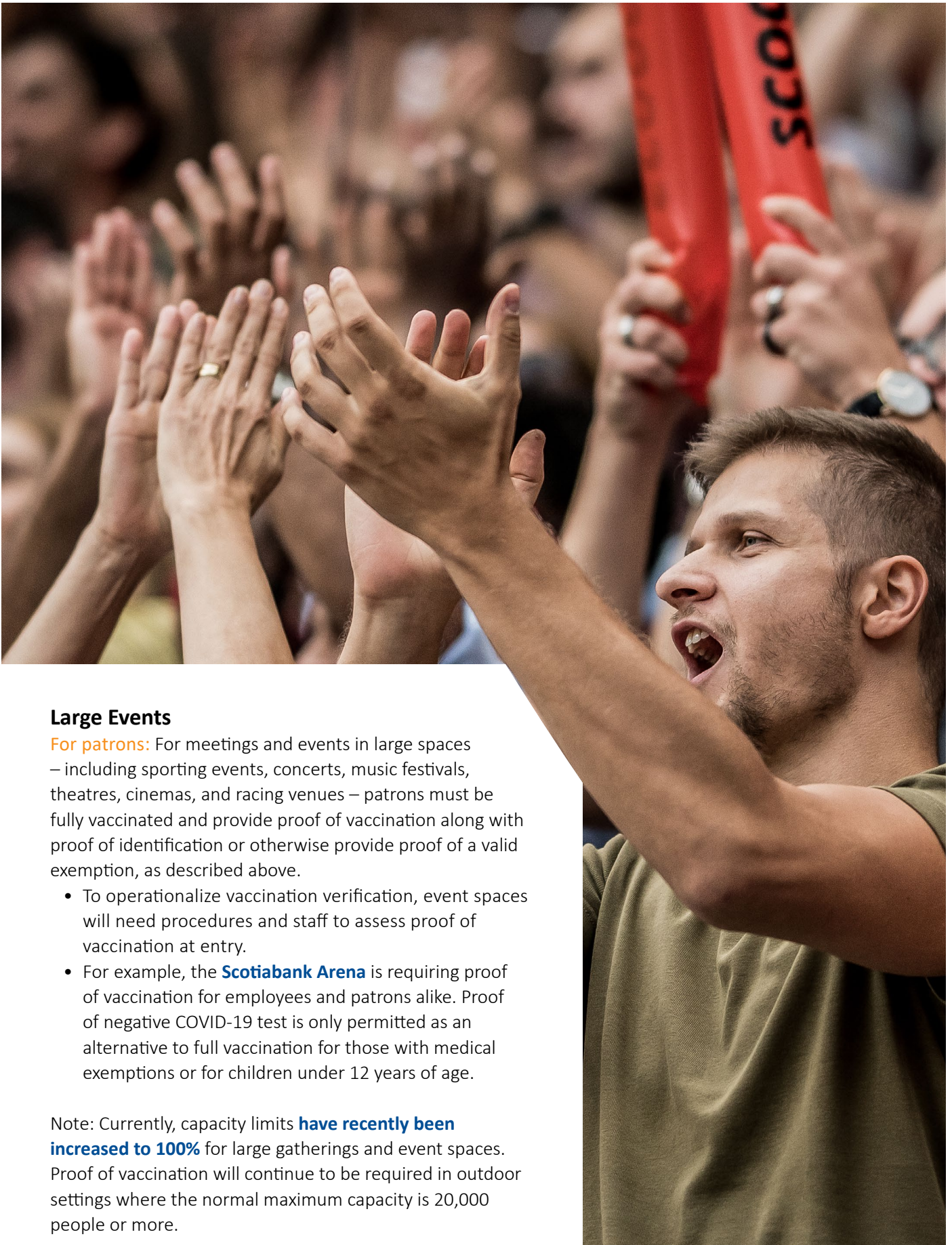


### **Manufacturing, Warehousing, and Transportation**

**For employees:** Vaccination mandates in these types of businesses are subject to the employer's discretion.

**For employees in federally regulated businesses:** Interprovincial transportation businesses, as well as certain other businesses, such as those in the agricultural processing sector, are federally regulated. While no details of implementation have been announced, they may be subject to federal policies for mandatory vaccination. [See here](#) for a list of federally regulated industries.





## Large Events

**For patrons:** For meetings and events in large spaces – including sporting events, concerts, music festivals, theatres, cinemas, and racing venues – patrons must be fully vaccinated and provide proof of vaccination along with proof of identification or otherwise provide proof of a valid exemption, as described above.

- To operationalize vaccination verification, event spaces will need procedures and staff to assess proof of vaccination at entry.
- For example, the **Scotiabank Arena** is requiring proof of vaccination for employees and patrons alike. Proof of negative COVID-19 test is only permitted as an alternative to full vaccination for those with medical exemptions or for children under 12 years of age.

Note: Currently, capacity limits **have recently been increased to 100%** for large gatherings and event spaces. Proof of vaccination will continue to be required in outdoor settings where the normal maximum capacity is 20,000 people or more.





### Education Institutions

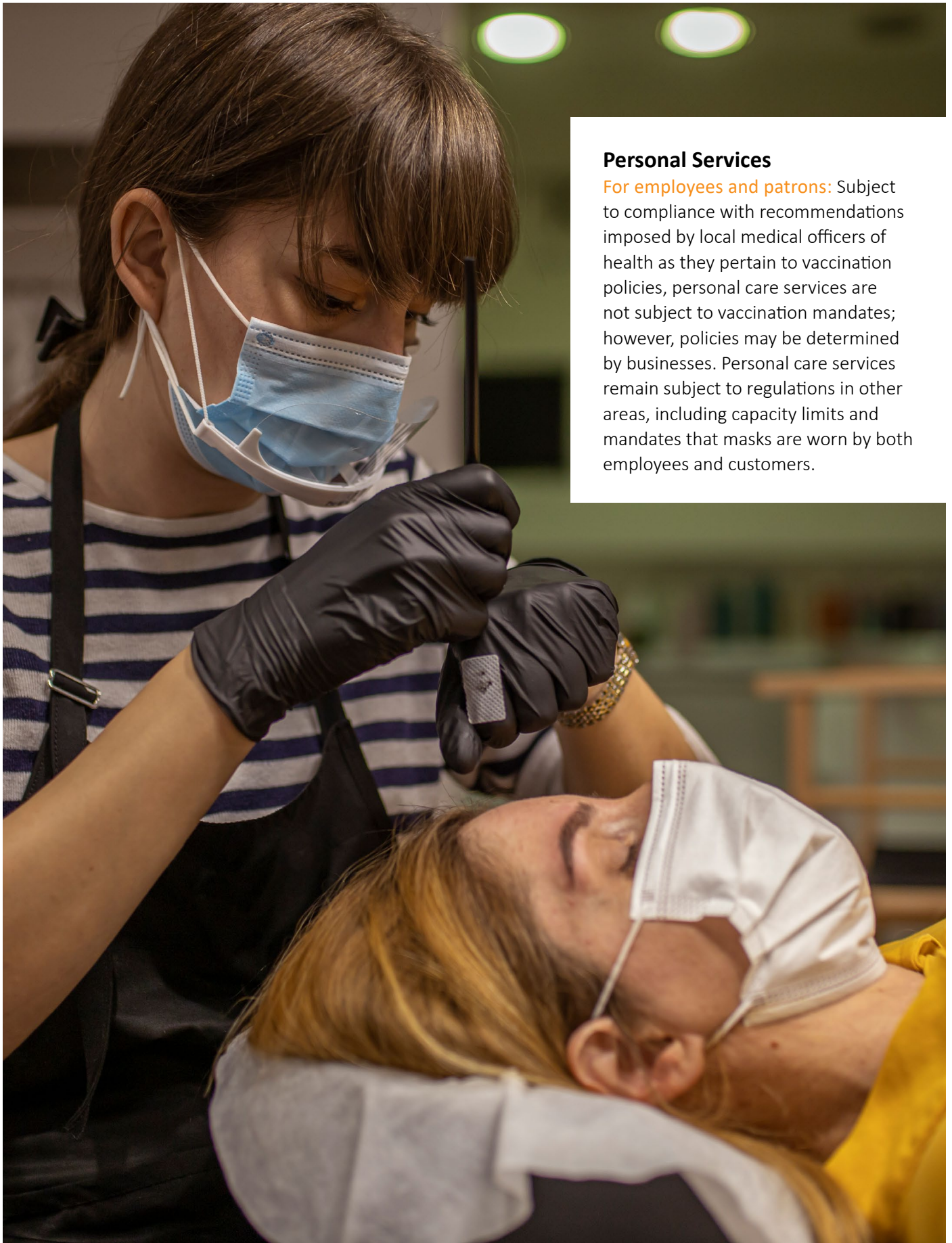
**For employees:** The Ministry of Education has announced a **requirement** for all publicly-funded school board employees, as well as staff in private schools and licensed child care settings, to disclose their vaccination status. Individuals must either provide proof of full vaccination, a medical reason for not being vaccinated, or provide proof of completion of a vaccination education program.

- Note: It is at the school board's discretion as to the details of policy implementation. For example, the Toronto District School Board is requiring all employees, trustees, and other individuals to submit a formal attestation on its "My Vaccination Status" site on the TDSB Health Screen App.

All post-secondary institutions across the province have instituted mandatory vaccination policies for staff, students, faculty, and visitors coming onto campus.

- Vaccination verification is operationalized through various means. For example, the University of Toronto is implementing its **UCheck System** to provide both proof of vaccination and COVID-19 self-assessments.

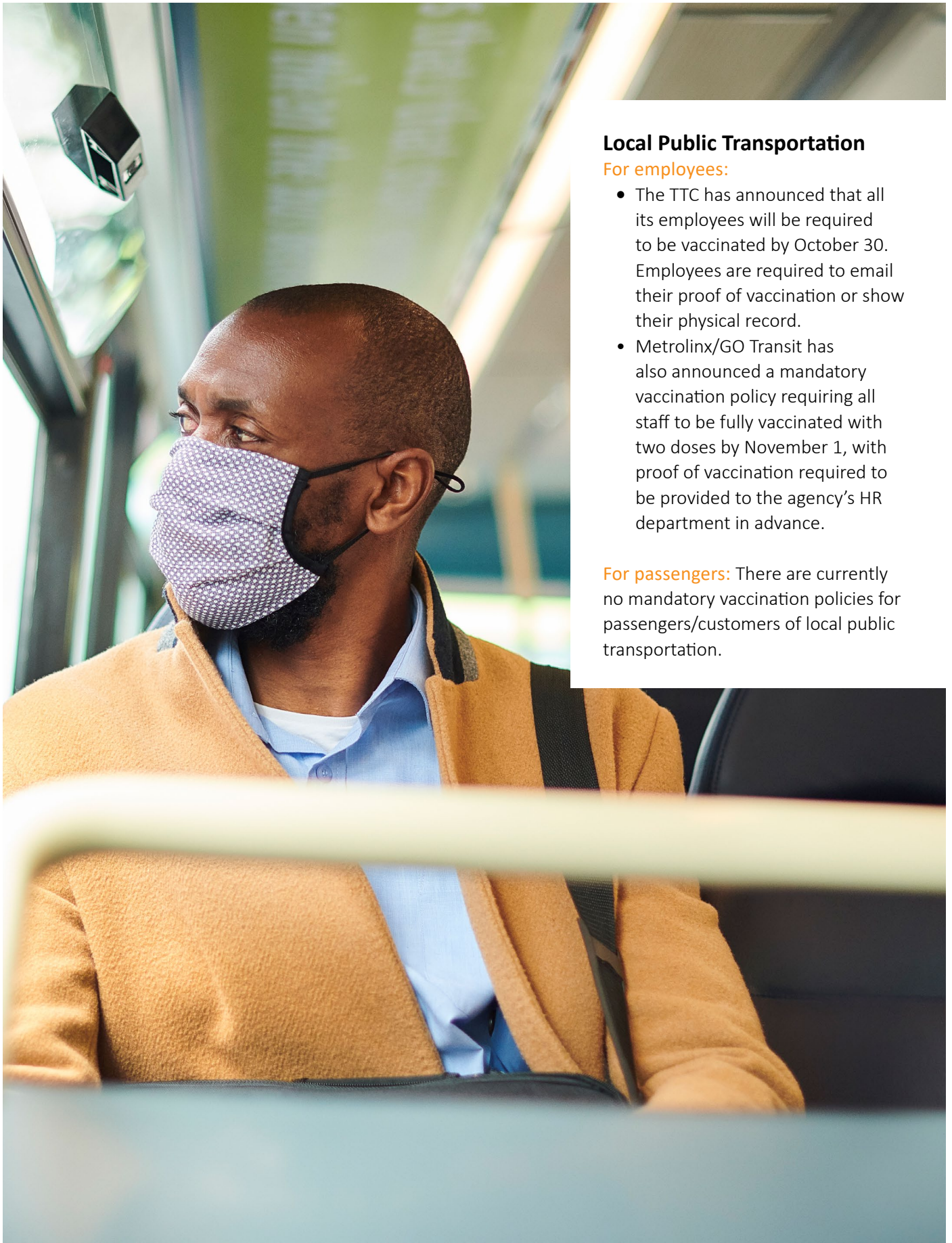




### **Personal Services**

**For employees and patrons:** Subject to compliance with recommendations imposed by local medical officers of health as they pertain to vaccination policies, personal care services are not subject to vaccination mandates; however, policies may be determined by businesses. Personal care services remain subject to regulations in other areas, including capacity limits and mandates that masks are worn by both employees and customers.





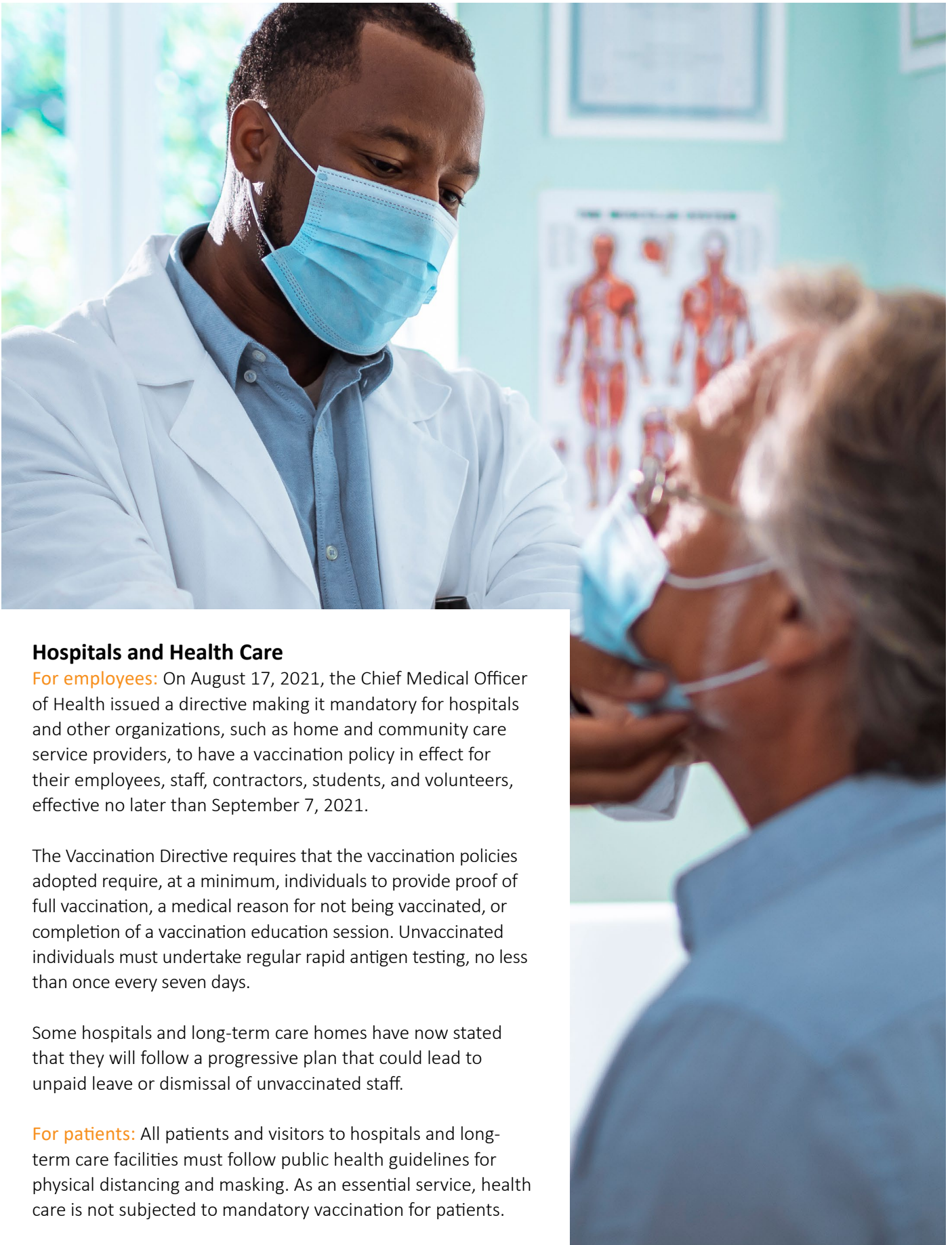
## Local Public Transportation

### For employees:

- The TTC has announced that all its employees will be required to be vaccinated by October 30. Employees are required to email their proof of vaccination or show their physical record.
- Metrolinx/GO Transit has also announced a mandatory vaccination policy requiring all staff to be fully vaccinated with two doses by November 1, with proof of vaccination required to be provided to the agency's HR department in advance.

**For passengers:** There are currently no mandatory vaccination policies for passengers/customers of local public transportation.





### Hospitals and Health Care

**For employees:** On August 17, 2021, the Chief Medical Officer of Health issued a directive making it mandatory for hospitals and other organizations, such as home and community care service providers, to have a vaccination policy in effect for their employees, staff, contractors, students, and volunteers, effective no later than September 7, 2021.

The Vaccination Directive requires that the vaccination policies adopted require, at a minimum, individuals to provide proof of full vaccination, a medical reason for not being vaccinated, or completion of a vaccination education session. Unvaccinated individuals must undertake regular rapid antigen testing, no less than once every seven days.

Some hospitals and long-term care homes have now stated that they will follow a progressive plan that could lead to unpaid leave or dismissal of unvaccinated staff.

**For patients:** All patients and visitors to hospitals and long-term care facilities must follow public health guidelines for physical distancing and masking. As an essential service, health care is not subjected to mandatory vaccination for patients.



## Interprovincial and International Travel

While businesses including those providing interprovincial and international travel services are anxious to welcome visitors and business travellers, currently there is a lack of a coordinated consideration for interoperability as each jurisdiction develops and deploys its own vaccination verification tools.

Interprovincial and international interoperability of vaccination verification tools is essential to guarantee freedom of movement and ensure a sustainable reopening. Without interoperability, businesses, particularly those that are frequently patronized by travellers, could face significant barriers for reopening and struggle to dedicate increased resources to manage additional burdens for verification.

Ontario has **established a process to allow Ontario residents** vaccinated outside of Ontario to record the inoculation in their Ontario immunization record through their local public health unit. Once that process is completed, it would be possible for the individual to receive Ontario documentation.

The federal government has committed to producing an app that would enable international travellers (and

potentially domestic travellers in Canada) to store and verify their vaccination status. The current ArriveCan app is only set up for a single verification at the border and requires certification to be re-uploaded each time the person wants to travel. It is therefore not suitable for ongoing verification of a visitor's status. Manitoba currently has a process in place to verify the vaccination status for out-of-jurisdiction travellers and issue a Manitoba vaccination credential.<sup>3</sup>

The Prime Minister has also announced that the federal government will be implementing vaccination requirements for interprovincial travellers by air and rail. Though the details of the policy have not yet been unveiled, enforcement will likely be the responsibility of carriers.

In the absence of a coordinated approach to interprovincial and international interoperability of specific tools, businesses will need to manually verify a traveller's vaccination status. As such, businesses should anticipate and be prepared to welcome fully vaccinated travellers. To manually verify a visitor's vaccination status, businesses should refer to Ontario's **"Definition of Fully Vaccinated"** as described above while validating their identity against a government issued ID.



## Testing

Testing is one of the tools to fight against the spread of COVID-19 and, in some instances, remains a requirement where vaccination is not possible or where an exemption has been granted.

There are two types of diagnostic tests that are primarily used in Canada: **Antigen** and **Polymerase Chain Reaction (PCR)**, also known as Molecular Testing. The following table, taken from the Board's **Financial District Zone Playbook**, describes general characteristics for each testing method:

	Antigen Testing	PCR Testing
<b>Description</b>	Antigen tests, also called rapid tests, can provide preliminary results. These results are not considered a conclusive diagnosis.  While they can be very accurate at identifying positive and infectious cases, they are more likely than PCR tests to fail to detect an infected individual (a false negative). Some positive cases can slip through the screening.	PCR test PCR tests are very accurate and can provide a conclusive diagnosis. These tests are used by Public Health units across Canada.  However, they are generally more expensive and take longer to return results than antigen (rapid) tests.
<b>Time</b>	<b>Less than 15 minutes</b>	<b>90+ minutes</b>
<b>Testing Frequency</b>	Can be used to screen every <b>1-3 days</b>	Can be used for screening or one-time testing in response to a risk such as international travel
<b>Positive Test Follow-Up</b>	Refer employee to Public Health Unit for a conclusive PCR test.	Contact Public Health Unit to report positive PCR COVID-19 test.
<b>Processing Location</b>	<ul style="list-style-type: none"> <li>Same location that sample is collected (point-of care)</li> </ul>	<ul style="list-style-type: none"> <li>Same location that sample is collected (point-of care)</li> <li>Off-site lab</li> </ul>

**For those business** that are considering vaccination policies, allowing for the provision of negative Antigen and/or PCR tests for employees could be part of their vaccination policy.

The Toronto Region Board of Trade and the City of Toronto are providing small- and medium-sized businesses in Toronto (with 150 employees or fewer) with rapid screening kits for COVID-19. To order screening kits and find more information, please visit [our website](#) or email [rapidscreening@bot.com](mailto:rapidscreening@bot.com).

**For larger firms**, there are a number of options available to procure and administer tests to their employee base:

- **The Creative Destruction Lab Rapid Screening Consortium** is a collaboration between businesses, researchers, and government to develop a robust rapid screening system and operational implementation strategy to be delivered as a public good to Canada and then the world.
- Pharmacies throughout the province offer testing kits that can be administered at the pharmacy or workplace.
- For firms which exceed 100 people, **the province offers** test kits and training resources on how to choose the right test and administer it. Firms need only fill out the **accompanying survey** to assess their eligibility. If ineligible, a **directory of service providers** is also provided.
- If a firm is considered to be a 'high-risk' workplace, the province will also offer **free test kits**.



## COVID-Related Technology Providers

There are several technologies capable of evidencing vaccination status that are available to firms. Individual firms will likely require specific capabilities built into the technology used to evidence vaccination, such as proof of testing for those who are unable to be vaccinated, booster vaccination administration dates, health and data privacy shields, time provisions and incentives to get the vaccine, and perhaps even tracing capabilities in the event of an infection. To this end, in addition to the provincial government's forthcoming digital vaccination certificate, some examples of firms offering tailored solutions can be found in Appendix C.



### Acknowledgments

The Toronto Region Board of Trade would like to thank all of our business members and partners for supporting the development of this reference guide, with special acknowledgment going to McCarthy Tétrault LLP for their review of legal considerations around vaccination mandates and Dr. Bob Bell for his continued guidance as a medical and public health leader.

## Appendices

### Appendix A: Canadian and International Regulations

#### Quebec COVID-19 Vaccination Passport and VaxiCode<sup>4</sup>

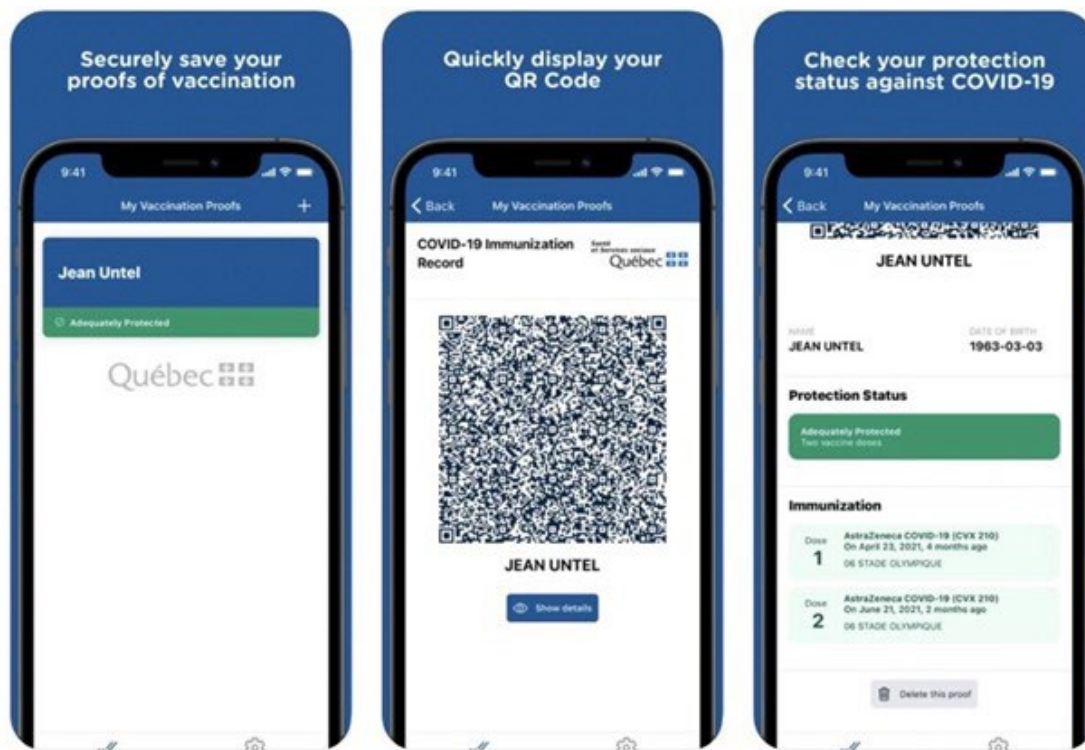
The *Quebec Vaccination Passport* is required for all individuals 13 years or older for certain higher-risk activities and places.

The passport is not required for essential services; employers cannot require a vaccination certificate for hiring.

The approach closely resembles the second stage approach proposed in Ontario. A QR code containing protection status is provided to individuals to present via: an app, on paper, or in digital PDF format on a mobile device. The QR code must be accompanied by a valid ID.

Individuals are able to download the QR code to their app or in print/pdf version from a web portal.<sup>5</sup>

Business are provided with the *VaxiCode Vérif* application to scan and verify each QR code against a database; the application returns status of protection (adequately protected and not adequately protected). This application is available in the Apple and Android app stores, and can be used on any standard devices, including personal devices of a business's employees.





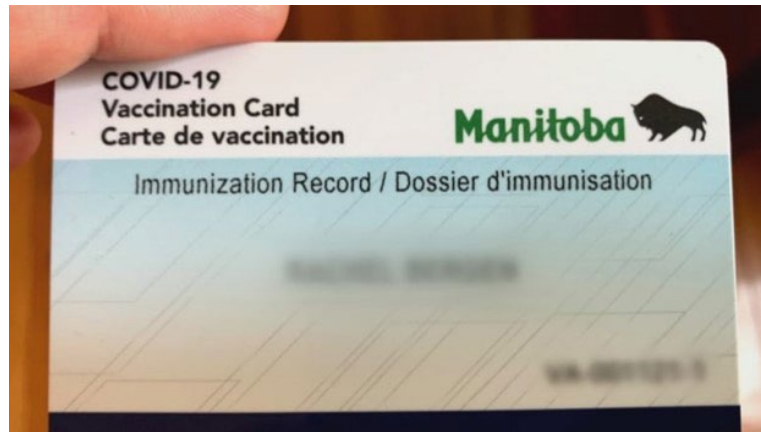
### Manitoba Vaccination Card and App<sup>6</sup>

Manitoba requires vaccination for participation in certain higher-risk activities.

Verification is facilitated through an “*immunization card*” – a paper or digital record with a QR code that validates vaccination status. No additional information beyond name and QR code is needed.

Businesses use the app to scan and validate the QR code for access to listed activities.

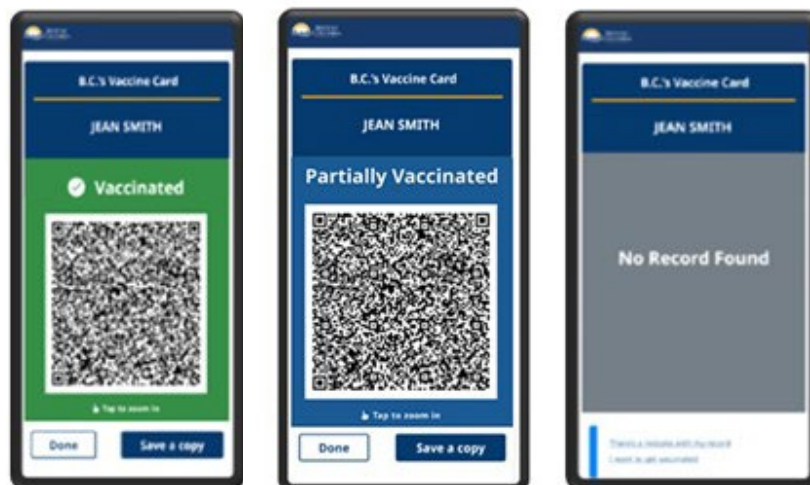
Out-of-province vaccination records can be submitted via web portal for verification. Upon verification, a Manitoba credential is issued.



### British Columbia Vaccine Card<sup>7</sup>

British Columbia requires vaccination for certain higher-risk activities.

Verification is established through a paper or digital vaccine card, which includes a QR Code. The digital version is an image that may be downloaded to the “files” section of a smartphone, from which it can be accessed when needed.



### New York (Excelsior Pass and Excelsior Plus Pass)

New Yorkers are provided with a voluntary digital tool providing secure proof of vaccination and/or negative COVID-19 test (Antigen and PCR).

*Excelsior Plus Pass* includes all details associated with vaccination or COVID-19 testing record (vaccine/test type, date, place, etc.).

Businesses are provided with a scanner app and informational materials necessary to carry out verifications/scanning at their establishment.

Individuals can download the Excelsior apps and their vaccination and/or testing results from central portal.

New York City has also produced a separate pass, which is also valid in the city, which simply involves uploading a vaccination card and displaying the image.

COVID-19 restrictions lifted in New York State, but a vaccination mandate exists in New York City at hospitality and other businesses where transmission is a high risk.

Health care facilities and health care workers face a vaccination mandate.

### France Tous AntiCovid App<sup>8</sup>

The French approach mirrors that applied broadly across the European Union. Vaccination and/or a negative PCR test within 72 hours is required to partake in certain higher-risk activities and/or work in such establishments.

Individuals can download the *Tous AntiCovid app* to show:

- A negative test within 72 hours (QR code);
- A vaccination status (QR code);
- A recovery status (positive PCR test) that is no more than six months old.

The application is internationally interoperable within the European Union and also available for travel purposes (QR code to be scanned at borders).

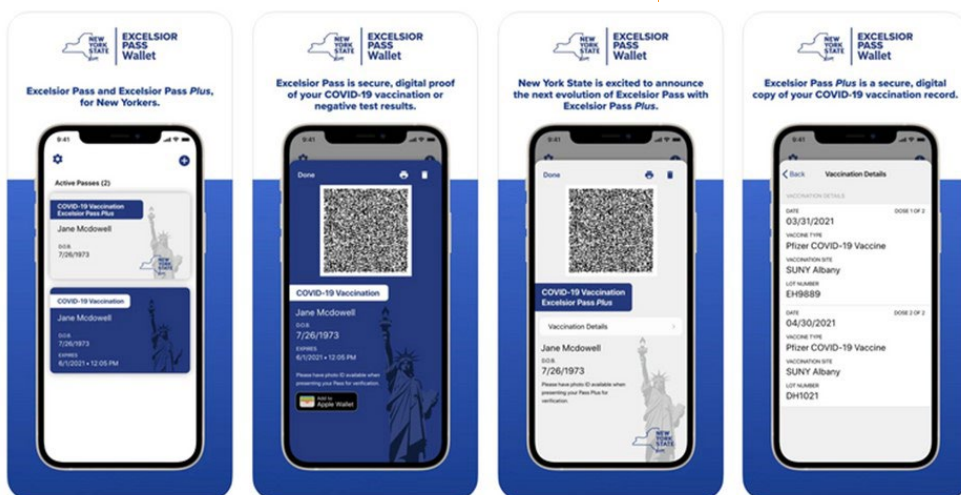
**Qu'est-ce que le « pass sanitaire » ?**

Le « pass sanitaire » consiste en la présentation numérique (via l'application TousAntiCovid) ou papier, d'une preuve sanitaire, parmi les trois suivantes :

- ✓ **Un certificat de vaccination** (schéma vaccinal complet : 1 ou 2 doses selon le cas).
- ✓ **Un test négatif** (PCR ou antigénique de moins de 48h).
- ✓ **Un certificat de rétablissement** de la Covid-19 : test positif datant d'au moins 11 jours et de moins de 6 mois.

Générer facilement votre **certificat** à l'aide de l'application :

#TousAntiCovid





## Appendix B: Guidance Materials from the Province of Ontario

The Ministry of Health released [Proof of Vaccination Guidance for Businesses and Organizations under the Reopening Ontario Act](#).

The Ministry has also released an extensive 'Questions & Answers' document with information about supports for businesses, vaccination policies, proof of vaccination, medical exemptions, and more. The document is available [here](#). Businesses can also submit questions directly to the Ministry of Health [here](#).

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## Appendix C: Technology Providers

### Government of Ontario

Currently, the Government of Ontario plans to release an enhanced digital vaccination certificate that includes a QR code along with a verification app.

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### CANImmunize Shield

CANImmunize Shield is a digital tool to help employers know who is vaccinated, actively track and report employee vaccination rates, and protect unvaccinated employees, customers and the community.

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### Liquid Avatar

Liquid Avatar Technologies is a leader in developing and implementing digital credentials for governments, industry, businesses, and individuals. The Liquid Avatar Verifiable Credentials Ecosystem, which is compliant with global identity and vaccination credentials standards, can be easily integrated into health care facilities, testing labs, government agencies, schools, sports arenas, transportation, trade shows, and workplaces to provide proof of a valid COVID-19 test, vaccination, and/or exemption, and can be used across multiple systems and platforms.

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### Switch Health

AuraPass is powered by Switch Health's ASMO technology and IBM's Digital Health Pass ("DHP"). AuraPass is a tamper-proof, blockchain-backed and offline-capable certified patient health credential. AuraPass is also interoperable with leading global vaccination certificates to allow Canadians to participate in global travel when the time comes.

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### Thrive Health

Thrive Health's Enterprise products offer organizations and university campuses a secure, trusted web platform for COVID-19 screening, self-reported vaccination status, and the latest public health guidelines. Easily manage and navigate the health status of your workforce or campus community, issue custom communication to at-risk individuals, and enable QR Code contact tracing – among other feature options. All data is stored in Canada, and no personal health information is shared.

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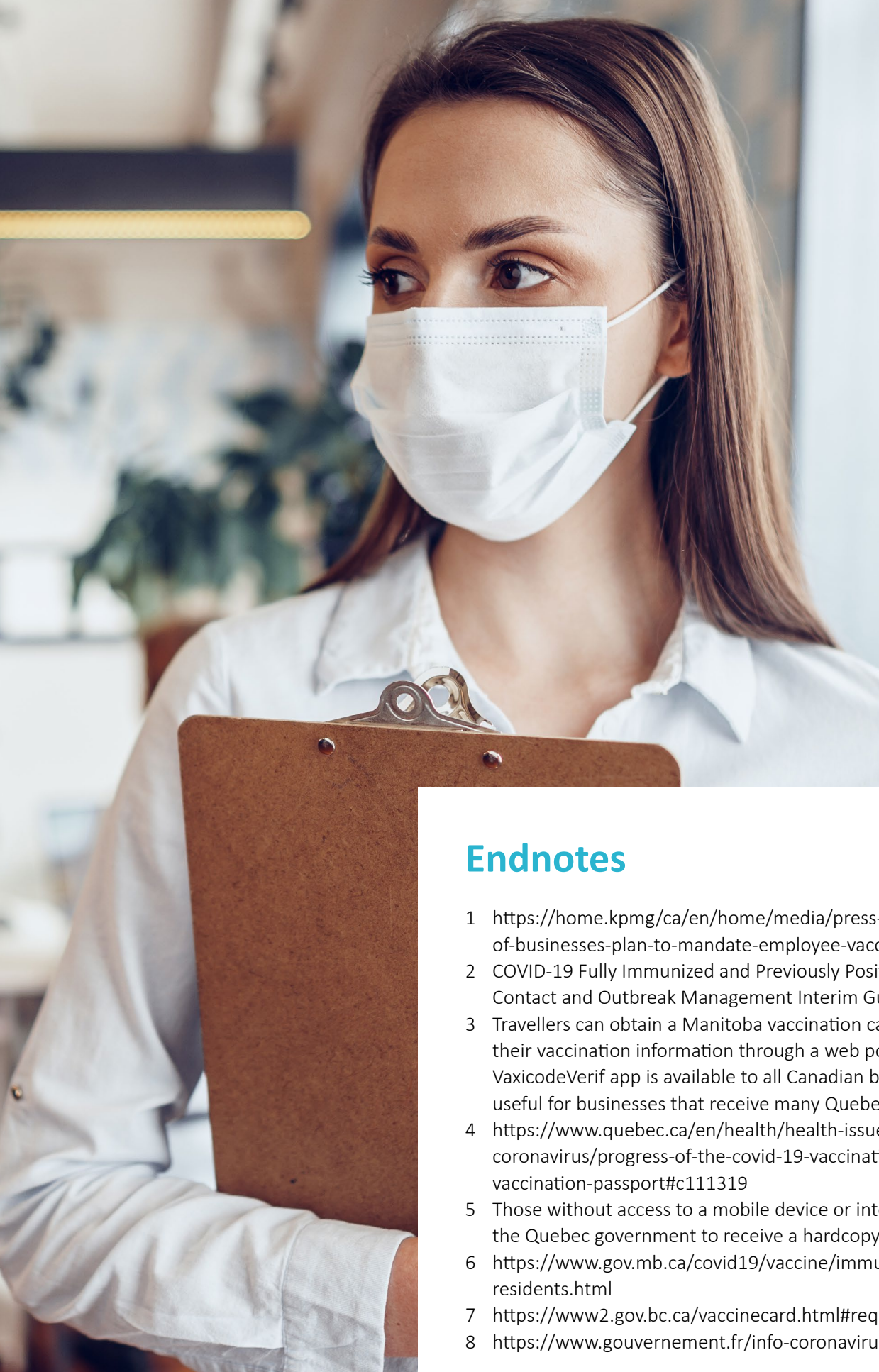
### WELLcome Solutions

Created by the Innovation Health Group, WELLcome Solutions offers an all-in-one app to safely and securely return team members and customers into workplaces with the support of an access system. In addition to supplying an immunity passport app and secure vaccination and testing record storage, the proprietary system also offers device access management, an organizational dashboard, and a COVID-19 symptom survey.

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### Workday

The vaccination management solution expands on the Workday [Return to Workplace](#) offering and helps enable organizations to securely access worker immunization insight, plan return to workplace scenarios, support worker well-being, and establish new operating models to adapt as vaccines become available. In addition, Workday offers customers configurability to control and securely manage the data and protect their employees' privacy.



## Endnotes

- 1 <https://home.kpmg/ca/en/home/media/press-releases/2021/08/62-of-businesses-plan-to-mandate-employee-vaccines.html>
- 2 COVID-19 Fully Immunized and Previously Positive Individuals: Case, Contact and Outbreak Management Interim Guidance
- 3 Travellers can obtain a Manitoba vaccination card by uploading their vaccination information through a web portal. The Quebec VaxicodeVerif app is available to all Canadian businesses, so it may be useful for businesses that receive many Quebec customers.
- 4 <https://www.quebec.ca/en/health/health-issues/a-z/2019-coronavirus/progress-of-the-covid-19-vaccination/covid-19-vaccination-passport#c111319>
- 5 Those without access to a mobile device or internet service may call the Quebec government to receive a hardcopy by mail
- 6 <https://www.gov.mb.ca/covid19/vaccine/immunizationrecord/residents.html>
- 7 <https://www2.gov.bc.ca/vaccinecard.html#required>
- 8 <https://www.gouvernement.fr/info-coronavirus/pass-sanitaire>