

Restart Plan Phase 3 – Common Questions and Answers

As the province proceeds with its [four-step restart plan](#), WorkSafeBC is actively collaborating with Public Health on an approach to workplace health and safety that aligns with Step 3, which begins July 1, 2021.

To assist employers with changes and required implementation, please reference some of the common questions we have received along with guidance and information. The WorkSafeBC Employer Guide is available [here](#).

Questions:

Are masks required in workplaces?

Masks are *recommended* but not required in the workplace. Employers must complete a risk assessment and determine requirements for masks based on this risk assessment. This information must be communicated through the Communicable Disease Prevention plan. Alternative options for work must be offered to workers who are not able/do not want to wear a mask in situations where they are deemed necessary.

Do I still need a sanitizer station and health log at the entrance to my workplace/establishment?

Hand sanitizer stations are still recommended at entrances. Hand hygiene facilities with appropriate supplies are required to be maintained at all times as a part of the Communicable Disease Prevention plan (Ref section 4.8.5 of the Occupational Health and Safety Regulation). Signage reminding workers and others to wash their hands regularly and cover coughs and sneezes shall be present throughout the workplace/establishment.

Can workers travel in a pickup/vehicle/bus with others without a mask now?

Masks are *recommended*. The employer must complete a risk assessment for the workers travelling. Other limitations such as number of personnel in a bus also forms part of the risk assessment.

Some risk levels to consider for communal travel and what controls should be in place:

1. Do the workers travelling together live together?
2. How many separate households will be travelling together (the higher the number of households, the greater the risk)?
3. Do the workers have close contact with the general public, or work in a variety of different locations with different groups of workers?

Do workers have to disclose if they are vaccinated?

No, an employer cannot require workers to disclose if they are vaccinated, or any particular information about types or quantities of vaccines workers may have had.

Can my employer tell me I have to get vaccinated, or will I be fired?

No, workers cannot be discriminated against for not being vaccinated. A part of the Communicable Disease Prevention Plan is to provide support to employees in receiving vaccinations for COVID-19 and other vaccine-preventable conditions.

Do I need to keep all controls in place that my COVID-19 Prevention Plan required at my workplace/establishment?

Employers must complete a risk assessment to assess what controls are required to reduce the risk of communicable diseases. This will be different for every workplace/establishment. The level of risk of different communicable diseases may increase from time to time or on a seasonal basis. Risk assessments should be ongoing and monitored together with continued guidance and information from your regional medical health officer or public health officer.

Are daily health checks still required?

COVID-19 daily health checks are no longer required.

Part of your Communicable Disease Prevention plan includes policies to support staff who have symptoms of a communicable disease (e.g. fever or chills, coughing, diarrhea) so they can avoid being at the workplace when sick.