



COVID-19

# Protocol for the arrival of temporary foreign workers to Québec from the bio-food industry in the context of the COVID-19 pandemic

Last updated : May 2020

## ONLINE AND TELEPHONE RESOURCES

### The Government of Québec:

- Information about COVID-19:  
<https://www.quebec.ca/en/health/health-issues/a-z/2019-coronavirus/>
- Public Health Recommendations **that must be followed** during the arrival of temporary foreign workers to support Québec's agri-food industry in the context of the COVID-19 pandemic:  
<https://www.inspq.qc.ca/publications/2962-accueil-travailleurs-etrangers-covid19>
- COVID-19 line:
  - Phone number for the Montréal area: 514-644-4545
  - Phone number for the Québec area: 418-644-4545
  - Phone number for outside of Québec: 1-877-644-4545
- Temporary foreign workers (TFW) will be given the same treatment as all other people in the province regarding anything related to COVID-19.

### Government of Canada:

- Information about COVID-19:  
<https://www.canada.ca/en/public-health/services/diseases/coronavirus-disease-covid-19.html>
- Frequently Asked Questions: Changes to the Temporary Foreign Worker Program in the context of COVID-19:  
<https://www.canada.ca/en/employment-social-development/services/foreign-workers/employer-compliance/covid-faq.html>
- Letter from Ministers to employers – Temporary Foreign Workers – COVID-19:  
<https://www.canada.ca/en/employment-social-development/corporate/notices/minister-letter-foreign-workers.html>
- How the coronavirus disease (COVID-19) is affecting immigration, refugees, citizenship and passport services:  
<https://www.canada.ca/en/immigration-refugees-citizenship/services/coronavirus-covid19.html>

### Notice:

**Public Health Recommendations made by the group of experts (reference in the box on page 1) must be followed when the TFWs are under Québec jurisdiction and are strongly suggested when the TFWs are under another jurisdiction (e.g. federal).**

**Orders from health authorities and stringent recommendations made directly to the TFWs and their employer take precedence over this protocol. The terms of the protocol may need to be revised if the public health measures that have been ordered or recommended by the governments of Québec or Canada need to be strengthened depending on how the situation evolves.**

**The employer must provide Spanish support services for their workers as soon as they arrive at the airport in order to answer any of their questions and help them carry out the necessary steps to protect their health and safety.**



## CONTEXT

This protocol has been established in the current context of a global health emergency and the measures that accompany it:

- The World Health Organization (WHO) declared COVID-19 a global pandemic on March 11, 2020.
- The Government of Québec declared a health emergency on March 13, 2020, in accordance with section 118 of the Public Health Act due to a serious threat to protect the health of all people in Québec.
- On April 3, the Institut national de santé publique du Québec published *Public Health Recommendations that must be followed during the arrival of temporary foreign workers to support Québec's agri-food industry in the context of the COVID-19 pandemic (hereinafter called Public Health Recommendations; see the reference in the box on page 1)*. These recommendations, that are in addition to this protocol, give a detailed explanation of the measures to be implemented for each step of a TFW's arrival (Preparing TFWs before leaving the country of origin, preparing employers and other relevant bodies before TFWs leave their country of origin, air travel for TFWs, their arrival at Pierre-Elliott Trudeau airport and handling migratory and customs processes, picking up TFWs as they leave the airport and travel to their accommodations, accommodations for the self-isolation period and instructions for employers and workers, accommodations and instructions for employers and workers for the working period after self-isolation, the workers' return to their country after the working period).
- Since March 25, 2020, restrictions on air travel and border entry have been introduced by a federal emergency order made under exceptional powers under section 58 of the *Quarantine Act* (PC number 2020-0175). By this order, temporary foreign workers are allowed to enter Canada. They will, however, be required to self-isolate for 14 days, self-monitor for symptoms of COVID-19 and comply with any instructions from public health authorities. This measure was made mandatory in the *Minimizing the Risk of Exposure to COVID-19 in Canada Order (mandatory self-isolation)* (CP number: 2020 0175, March 24, article 2 (1) (a)). Anyone who violates the law is liable to fines of up to \$750,000, and the penalties imposed may also lead to imprisonment. For more information on the federal government's foreign travel and border crossing measures, please visit <https://www.canada.ca/en/immigration-refugees-citizenship/services/coronavirus-covid19.html>.
- On March 27, 2020, the federal government published *Guidance for employers of Temporary Foreign Workers regarding COVID-19*, which outlined requirements for employers. The federal government then clarified these guidelines by posting a FAQ on its website on April 4, 2020 (<https://www.canada.ca/en/employment-social-development/services/foreign-workers/employer-compliance/covid-faq.html>).

## PURPOSE OF THE PROTOCOL

The purpose of this protocol is to promote the use of temporary foreign workers (TFW) in the bio-food industry in order to ensure food production and food security in Québec without compromising collective efforts to combat COVID-19. We recommend that you consult the Public Health Recommendations published by the INSPQ that must be followed during the arrival of temporary foreign workers in addition to this protocol to obtain detailed information for each step of a TFW's arrival (see the reference in the box on page 1).

## WORKING CONDITIONS

The worker's period of employment begins upon their arrival to Canada and includes the mandatory 14-day self-isolation period. The employer must set out the terms of the employment contract as soon as the worker arrives in Québec.

It is intended that a temporary foreign worker's period of employment will begin upon their arrival to Canada, will include the mandatory 14-day self-isolation period and that they will be paid during this period. The employer must pay the worker for a minimum of 30 hours per week, and at the rate of pay specified in the employment contract presented to the Ministère de l'Immigration, de la Francisation et de l'Intégration when the employer's request is being processed (the Labour Market Impact Assessment).

The employer can withhold standard contract deductions as per applicable Program stream requirements for temporary foreign workers. The employer is not allowed to deduct any additional amounts due to the self-isolation period.

This also applies to workers participating in the Seasonal Agricultural Worker Program (SAWP).

The 14-day period of paid self-isolation will be in addition to the minimum of 240 hours of pay, as specified in the SAWP contract.

The public health guidelines, including those outlined in the *Public Health Recommendations*, will be taken into consideration when assessing an employer's level of compliance regarding occupational health and safety.

## PLANNING THE ARRIVAL OF TFWS (preventative measures)

**At every step before and after the worker's arrival to Canada, every intervener and every worker must follow the health recommendations, as well as the social distancing measures that have been put in place by the public health authorities** (see reference in the box on page 1).

### 1. Measures to take before boarding:

- a. To the extent possible, the employer must provide support services in Spanish to help their workers comply with all *Public Health Recommendations*.
- b. Book charter flights (the Government of Québec does not offer any assistance, in any form whatsoever, with booking charter flights).
- c. Inform workers of their working conditions and the necessary health measures that must be followed during a pandemic and self-isolation (measures related to the 14-day self-isolation and measures after the isolation has ended) to promote informed decisions.  
**Note :** Federal guidelines state that the employer must provide their TFWS with information on COVID-19 in a language that they understand either on or before their first day of their self-isolation.
- d. Collect all of the health and travel information recommended by the public health authorities in order to identify the origin of all COVID-19 transmissions.

## 2. Measures to take from boarding to arriving in Québec

### 2.1 During boarding

- a. The Government of Canada announced new transportation measures, stating that “Air carriers are required to do a basic health assessment of all air travellers before they board a flight, based on guidance from the Public Health Agency of Canada. This includes the operator asking simple health questions and looking for visible signs of illness prior to boarding and recommending the traveller follow guidance from local health authorities.”
- b. “In the event a traveller exhibits symptoms of COVID-19, the air carrier is required to refuse to board the passenger for travel for a period of 14 days and a demonstration that the traveller is non-symptomatic, or until a medical certificate is presented that confirms the patient does not carry the virus.”

Source : <https://www.tc.gc.ca/en/initiatives/covid-19-measures-updates-guidance-tc/aviation-measures.html>.

- c. The charter flight operator must alert the employer if the foreign worker was denied boarding because of illness.

### 2.2 During the flight

- a. Comply with all Public Health Recommendations (reference in the box on page 1) as well as the Travel Health Notices issued by the Public Health Agency of Canada (PHAC) intended for travellers

Source : <https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/latest-travel-health-advice.html>.

- b. Take note of where the TFWs sit during the flight.

### 2.3 Arrival at the airport

Current Health Canada procedures <https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/canadas-reponse.html> and <https://www.canada.ca/en/employment-social-development/services/foreign-workers/employer-compliance/covid-faq.html>

- a. Airport staff and customs officials will conduct health checks of all travellers.
- b. If a traveller is exhibiting symptoms of an infectious disease upon arrival to Canada, including coughing, fever or difficulty breathing (e.g. shortness of breath), the border services officers or the airport or airline staff must alert a quarantine officer from the PHAC.
- c. The quarantine officer will then conduct an in-depth health assessment. If necessary, the officer will make their decision based on the risk to public health. The officer can, for example:
  - › order that the traveller be taken to a hospital for a medical examination;
  - › alert the local public health authority of the new case;
  - › place the TFW in quarantine at the point of entry or send them to the hospital if they are exhibiting symptoms upon arrival, depending on the severity of their condition. Once the TFW has recovered, their admissibility to Canada will be assessed and, if applicable, they may be permitted to travel onwards to their final destination. The employer must provide Spanish support services to any worker that is actively exhibiting symptoms of COVID-19 upon arrival.



## 2.4 Transporting workers to their place of isolation

The Public Health Recommendations that must be followed for the reception of temporary foreign workers (TFW) to support Québec's agri-food industry in the context of the COVID-19 pandemic indicate that when transporting TFWs between the airport and their place of isolation:

- a. the employer take immediate responsibility for their TFWs at the airport.
- b. the TFWs be transported in small groups to their accommodations.
- c. the health and minimum distance recommendations (minimum two-metre between people) be followed during transportation.
- d. the employer contact the COVID-19 line if they are unsure about the health condition of any of their workers during pick-up and transportation. The numbers to dial are: 514 644-4545 for the Montréal area, 418 644-4545 for the Québec area and 1 877 644-4545 outside of Québec.

In addition, on April 22, 2020, doctors from the Réseau de santé publique en santé au travail and the Public Health Expertise and Reference Centre (INSPQ) confirmed the industry's recommendations regarding the directions to follow when employers or staffing agencies are transporting workers:

- a. Clean and disinfect buses or shuttles before boarding each group of workers;
- b. Avoid boarding any at-risk workers (aged 70 or older, suffering from immunodeficiency or a chronic illness such as cardiovascular, respiratory, or kidney disease; diabetics, etc. (see INSPQ sheets));
- c. Systematically refuse boarding for workers showing symptoms (these workers should normally have been identified when disembarking from the plane and be taken into care in a specific isolation unit);
- d. Ensure compliance with social distancing measures of 2 metres between people, by reducing the number of workers per bus by at least 50%. If despite this measure, the 2-metre distance cannot be respected, ensure that physical barriers are set up that do not breach usual safety standards. Otherwise, as a last resort, provide workers with masks during transportation;
- e. Make hand washing using hydroalcoholic gel mandatory when both boarding and exiting the bus.

Personal food items are not permitted in the bus during transportation to the place of isolation. The employer must provide snacks and water bottles for each person, taking into consideration the duration of the journey.



### 3. Administrative measures for the arrival of TFWs

- a. Compulsory registration with the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST).
- b. Declaration to local health authorities (see *Public Health Recommendations*): send in a photocopy of the TFWs CNESST registration and the address of the worker's home.
- c. Mandatory registration with the Régie de l'assurance maladie du Québec (RAMQ). The RAMQ has streamlined its registration procedures to comply with current measures by exempting temporary foreign workers from the authentication process. Photos and signatures already in their file may be reused. Otherwise, their card will be printed without a photo. These streamlined procedures can be done through the mail and are already known to employers. SAWP workers who are waiting to be hospitalized following their COVID-19 screening must present their letter of confirmation of eligibility to receive free care.
- d. Employers who hire workers in the Agricultural Stream of the Temporary Foreign Worker Program, as stipulated in article 19 of the standard contract, agree to provide free health insurance coverage equivalent to that of the Régie de l'assurance maladie du Québec (RAMQ) to the employee upon arrival and until the employee is entitled to receive RAMQ benefits. In the current context, this private coverage must cover the costs of any COVID-19 treatment.

## ISOLATING TFWS

One of the conditions attached to the federal exemption to hire TFWs is a 14-day self-isolation. According to *Public Health Recommendations*, TFWs must not work during their 14-day self-isolation period. This is a necessary measure despite the significant constraints and inconveniences this causes for employers.

Once the 14-day self-isolation period has ended and the TFW has not shown any signs of illness, the risk of contamination represented by the TFW is equivalent to that of any other person in Québec, according to current scientific information. The risk that each of the workers represents then becomes dependent on whether or not they comply with the measures that apply to their situation and their contact with others, as with the rest of the population. However, group housing and transportation represent increased risk factors that the employer must take into account after the self-isolation period has ended.

The 14-day self-isolation period aims to identify workers who are incubating the disease during the critical period. The type of place of isolation and its layout will help reduce the impact and prevent the spread of the virus to an entire group of people if one person were to test positive or become suspected of having COVID-19. The more separate the isolation (following social distancing measures, in particular), the lower the risk of transmission within a group.

## General measures for all places of 14-day isolation for people without symptoms of COVID-19

(Consult the *Public Health Recommendations* and *Federal Guidelines*.)

### Control of persons

#### 1. Restrict access

- Workers are prohibited from receiving visitors or leaving their place of isolation (a limited number of outings may be accepted):
  - a. The employer must establish boundaries in order to ensure that their workers comply with social distancing measures. These **boundaries must not include a public place**;
  - b. Workers must leave their rooms one at a time, room by room (not in groups) or by staying at least two metres apart;
  - c. Workers must avoid touching any surfaces;
  - d. Workers must wash their hands before and after leaving their place of isolation and comply with all other health measures;
  - e. Workers are not allowed to keep pets with them in their place of isolation (e.g. farm cats).

**Note :** The employer is responsible for verifying whether the Federal Quarantine Act allows or prohibits any outings other than to be tested for COVID-19 and to adjust the worker's limited outing permissions accordingly.

## Special measures for all people who are in contact with workers in self-isolation (See *Public Health Recommendations*)

### People in contact with workers in self-isolation

1. People who will be in direct contact (by respecting social distancing measures) with workers in self-isolation (e.g. verifying symptoms, assessing needs, cleaning and disinfecting) should take special precautions. They must act as though they are living with someone in voluntary self-isolation. They must not be immunocompromised or be part of a risk group (e.g. people aged 65 and over (federal directive) or have any serious health conditions (e.g. chronic heart or lung disease, cancer, diabetes, etc.)).
2. It may be a good idea to determine whether or not these people should continue with their regular activities in order to reduce the risk of any potential repercussions. If an isolated worker tests positive or is suspected of having COVID-19, these people risk being considered to have been in close contact with the TFW and could also be placed in mandatory self-isolation.
3. Employers must decide who will replace these people should they test positive or be suspected of having COVID-19 (or for any other reason).

### Daily symptom monitoring by the employer

The employer is responsible for regularly monitoring the health of their workers during the self-isolation period and must take responsibly for any employee that becomes sick during this time. For more information, please read all *Public Health Recommendations*.

## 1. Body temperature :

The TFW must take their own body temperature:

- The worker must use a dedicated thermometer (or non-contact thermometer), in the presence of their employer's contact person and maintain a safe distance of at least two metres.
- If the worker's fever reaches 38 degrees Celsius or higher, the contact person must check if the worker is exhibiting any symptoms compatible with COVID 19: cough, difficulty breathing (e.g. shortness of breath).
- The employer's contact person must initial and record the worker's body temperature and make a note of whether or not they were exhibiting any symptoms (include any details, if necessary).

**Note :** If the worker is exhibiting symptoms compatible with COVID-19, the employer must immediately take the appropriate measures to isolate the TFW and then reach out to the public health officials (see box at the beginning of the document).

## 2. Record keeping:

- Keep an administrative and medical record of each TFW.
- Logbook of symptoms (kept by the employer): the logbook should be left on-site and must only be handled and filled in by the employer's contact person.
- Visitor logbook: although there should be no other visitors other than the designated contact(s), certain visits may be required (e.g. major repairs). Keeping a detailed record will make it easier to trace if a person tests positive or is suspected of having COVID-19.
- Logbook for cleaning and disinfecting shared facilities and rooms.

## 3. The employer must provide training on isolation measures and other general health practices.

Detailed instructions must be written in a language the TFWs understand and should be displayed in bathrooms, the kitchen and any shared facilities:

- General information about COVID-19 (<https://www.quebec.ca/en/health/health-issues/a-z/general-information-about-coronavirus/>);
- Hand washing;
- Respiratory hygiene;
- Social distancing;
- Cleaning and disinfecting products (e.g. diluted solutions, if necessary);
- Disinfecting procedures (ideally provide a checklist of places to clean and disinfect to help workers effectively monitor and check critical control points).

**Note :** Masks are not required for people in 14-day administrative isolation or those who are in direct contact with them and who are not exhibiting any symptoms. The same goes for gloves, except for certain cleaning and disinfecting tasks. Social distancing and hand washing are sufficient. The situation will be different if a person tests positive or is suspected of having COVID-19.

#### 4. Restrictions if the TFWs are self-isolating at an off-site location (not the workplace):

- a. Given the social distancing measures currently in place, visitors to the workplace should be limited or non-existent. Restrictions should be more stringent in the workplace throughout the 14-day self-isolation period in the event the rules outlined for places of self-isolation are broken or if there is a biosecurity breach. This will help health teams trace back the origin of the outbreak and assess the risk of transmission.
- b. Special self-isolation guidelines for consecutive cohorts:
  - › If consecutive cohorts are self-isolating at the same workplace, the employer must implement measures to avoid social interactions between groups in self-isolation and those that are no longer in self-isolation;
  - › In the event a person tests positive for COVID-19 in a subsequent cohort during the self-isolation period, there is a risk that the public health investigation may determine that the rules were broken or that there was a biosecurity breach. This may lead to mandatory self-isolation for people from previous cohorts (the investigation criteria and the rules that will be implemented at that time may be more stringent than at present).

#### 5. Facilities:

- a. Facility rules (see *Public Health Recommendations*) must be followed during the self-isolation period (if no workers are exhibiting symptoms), but also after, and as long as the health and social distancing measures are to be followed by all Quebecers.
- b. The facilities must be suitable at all times:
  - › People in isolation should be given a means of communication to prevent them from leaving isolation to seek help in an emergency, and so that they can communicate with each other and their families.
  - › Ideally, an assessment of the places of isolation and *Public Health Recommendations* should be carried out, prior to the arrival of the TFWs, by a third party in order to verify compliance. In this context, observation visits will be carried out by inspectors/investigators from the vice-présidence aux normes du travail of the CNESST. If necessary, an observation report will be sent to the regional public health department concerned. It is also recommended that employers take dated photos of their facilities, including bedrooms, to demonstrate their compliance with the recommendations.
  - › Workers must have their own room or be placed in a room with a **maximum of one other person and maintain a distance of at least two metres apart**.
  - › Workers must minimize the time spent in shared facilities and must maintain, at all times, a distance of at least two metres from others when using shared facilities.
  - › The employer must ensure that there is adequate ventilation in all shared and private facilities.
  - › Other usual measures (e.g. smoke detectors and other equipment in the event of a fire) must be followed.

**Note :** Anyone who witnesses a crime is asked to alert the local police. Education and information are the approaches favoured by all police forces in Québec at present. Police officers are on duty and will continue to intervene while respecting the powers granted to them in the context of a health emergency. It is important to remember that the federal government provides for sanctions, according to the Letter from Ministers to employers – Temporary Foreign Workers – COVID-19.

Source : <https://www.canada.ca/en/employment-social-development/corporate/notices/minister-letter-foreign-workers.html>.



**6. Authorized products and general protocol for cleaning and disinfecting:**

- a. Use a commercial disinfectant according to the manufacturer's instructions or, if such a product is not available, a diluted bleach solution (add one part of bleach to nine parts of water to create a diluted 0.5% sodium hypochlorite solution).
- b. Wear disposable gloves and wash hands after each use.
- c. Disinfect any high-touch surfaces such as toilets and other sanitary facilities, bedside tables and door handles at least once a day, ideally twice a day, and, **for dining areas**, after each meal.
- d. Clean and disinfect rooms and shared facilities **at least once a day**.
- e. Disinfect frequently used electronic devices such as telephones and computers with 70% alcohol (e.g. alcohol wipes), if they can be disinfected using liquids.
- f. Despite prohibiting TFWs from working during the self-isolation period, they can participate in essential cleaning and disinfecting tasks.

**Equipment and surfaces should be easy to clean and disinfect whenever possible.**

**7. Waste and recycling management:**

- a. Use plastic-lined waste receptors. If possible, use hands-free receptors.
- b. Dispose of household waste and recycling.

**8. Wash and dry clothes, bedding, towels and other textile articles:**

- a. Use regular laundry detergent with hot water (temperature 60 to 90 degrees Celsius) and dry in a dryer.
- b. Wear disposable gloves, especially if the items have been contaminated with organic substances, followed by hand washing.

**9. General care:**

- a. Provide instructions and psychosocial support in a language the workers understand. Ensure that the worker's psychosocial and health needs are met during the self-isolation period. Provide TFWs with a means of communication between each other and their families as well as entertainment activities (games, cards, radio, television). Disinfect multi-user communication devices (e.g. shared cell phone) before each use.
- b. Prohibit the shared use of personal items during the 14-day self-isolation period.
- c. Provide TFWs with the main contact details (including that of their embassy) and protocols for health emergencies or other emergencies in a language that they understand.
- d. Provide clear and immediate instructions on what to do if a person develops symptoms compatible with COVID-19, as mentioned above:
  - › Call 1 877-644-4545 or the local COVID-19 line;
  - › Measures for people sharing the same environment;
  - › Plan how the person will be transported to a test site (including methods for cleaning and disinfecting the vehicle);
  - › Establish a process if people do not speak French. The employer must ensure that an interpreter is available for the call and during the test;
  - › It is suggested that the employer contact the appropriate consulate.



## 10. Supplies:

- a. A sufficient amount of drinking water and food must be provided. Employers must ensure that the TFWs have enough food and essentials, as well as access to delivery services.
- b. Meal management:
  - › Avoid sharing food and dishes, especially plates, cups, glasses and utensils;
  - › Storing and cleaning dishes: wash in hot water with soap. Change cleaning cloths regularly.
- c. Hygiene products (e.g. toilet paper, tissues, soap, dish soap and laundry detergent, shampoo, alcohol-based hand sanitizer and others):
  - › Disposable tissues should be used and thrown away in a plastic-lined waste receptor after use;
  - › Consult the list of necessities to have during self-isolation: <https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/health-professionals/interim-guidance-cases-contacts.html>
- d. Personal medications: ensure that you have the necessary provisions for the duration of the self-isolation, with the appropriate care if necessary.



## GENERAL ISOLATION MEASURES FOR A PERSON WHO IS SUSPECTED OF BEING INFECTED WITH COVID-19 OR WHO HAS TESTED POSITIVE FOR COVID-19 DURING THE SELF-ISOLATION PERIOD

If a TFW starts exhibiting symptoms, this restarts the self-isolation period for all workers who may have been in contact with the sick person. The criteria for isolating sick people and those who have been in contact with them are more stringent than those for the 14-day preventive self-isolation period (e.g. ban on outings). Specific instructions apply depending on the situation (see *Public Health Recommendations*).

### Positive or suspected cases

If a worker is suspected of being infected with COVID-19 or if a worker has tested positive for COVID-19, follow the following recommendations:

- Community Case Management and Contact Measures: Interim Recommendations.  
<https://www.inspq.qc.ca/sites/default/files/covid/recommandations-interimaires-suivi-dans-la-communaute-covid19-2020-03-24.pdf>
- Steps to follow if a sick person is waiting for a test or is waiting on test results for COVID-19.  
<https://publications.msss.gouv.qc.ca/msss/fichiers/2019/19-210-35W.pdf>
- Steps to follow if a person tests positive for COVID-19 while self-isolating at home.  
<https://publications.msss.gouv.qc.ca/msss/fichiers/2019/19-210-31W.pdf>
- Steps to follow if a person has been identified as being exposed to a confirmed case of COVID-19.  
<https://publications.msss.gouv.qc.ca/msss/fichiers/2019/19-210-32W.pdf>

A **written intervention plan** if a COVID-19 case or an outbreak involving public health elements is identified (see *Public Health Recommendations*) must be prepared by the employer before the arrival of the TFWs. The public health authorities conducting the investigations may provide additional instructions.

In particular, it is necessary to:

- provide sufficient individual places of isolation depending on the number of TFWs concerned;
- provide a separate room for people who are suspected of being infected with COVID-19 or who have tested positive for COVID-19, with a dedicated bathroom if possible;
- clean and disinfect the bathroom after each use, if it is shared with other non-positive people;
- determine who will provide the health care, how it will be provided, how people will be fed if they are not sick enough to be hospitalized, and what necessary precautions need to be taken in order to protect the caregiver and other non-sick people;
- It is possible that all isolated workers may become infected or ill if there is an active infection, especially if the infected person was not given a private room at the place of isolation.



## GENERAL MEASURES FOR ALL ACCOMMODATIONS AFTER THE SELF-ISOLATION PERIOD HAS ENDED, WITHIN THE CONTEXT OF THE PANDEMIC

Everyone in Canada, including employers, must follow the most recent public health requirements, applicable health and safety laws and the most recent directives issued by the governments of Québec and Canada.

Follow the main recommendations, including:

- Social distancing and other health measures that will be in effect in Québec.
- Daily body temperature and symptom monitoring. **If a worker is exhibiting symptoms compatible with COVID-19, the employer must immediately take the appropriate measures to isolate the TFW and then reach out to the public health officials** (see box at the beginning of the document).
- The employer must establish an intervention plan in the event of a subsequent COVID-19 contamination or outbreak.

The TFWs must be notified daily of the health measures that must be followed, particularly outside of the workplace (e.g. transportation, grocery store, religious events and social engagements, if allowed). See *Public Health Recommendations*.

If transportation is required, the employer must follow the same guidelines for transporting the TFWs between the airport and the place of isolation.

## GENERAL MEASURES FOR ALL WORKPLACES AFTER THE SELF-ISOLATION PERIOD HAS ENDED, WITHIN THE CONTEXT OF THE PANDEMIC

After the self-isolation period has ended, the TFWs must follow the same workplace rules as all other agricultural workers. The INSPQ has published information sheets on the rules that need to be followed in order to ensure a safe working environment for all workers:

- Agriculture :  
<https://www.inspq.qc.ca/publications/2947-travailleurs-agricoles-covid19>
- Marine Products Processing Industry:  
<https://www.inspq.qc.ca/publications/2964-travailleurs-industrie-transformation-produits-marins-covid19>
- Food Processing Industry:  
<https://www.inspq.qc.ca/en/publications/2952-food-industry-covid19>
- Fishing Industry:  
<https://www.inspq.qc.ca/publications/2934-recommandations-peche-covid19>

