



Temporary Foreign Workers

Practical Information for Employers



Pour des milieux de travail en santé
Réseau de santé publique
en santé au travail

Mesures de prévention de la COVID-19 en milieu de travail – Recommandations intérimaires

February 17, 2021, Version 1.0

Protect temporary foreign workers (TFWs) from COVID-19 and prevent outbreaks!

	<p>Contact the regional public health authority Contact information here</p>	<p>Before the TFWs arrive</p> <ul style="list-style-type: none"> ▶ Provide any important information about the TFWs you will be hosting (name, contact information, number, length of stay, where they will be staying and working, etc.) <p>During the stay</p> <ul style="list-style-type: none"> ▶ To request support of any kind
	<p>Check symptoms</p>	<ul style="list-style-type: none"> ▶ Upon arrival at the airport ▶ Before and during transportation ▶ During preventive isolation (quarantine) ▶ Every day at work ▶ See the screening questionnaire
	<p>Protect workers</p>	<ul style="list-style-type: none"> ▶ By respecting the hierarchy of measures and informing workers of the measures in place ▶ By providing personal protective equipment ▶ By isolating workers who have symptoms, have COVID-19, or have been in contact with a confirmed case
	<p>Provide COVID-safe transportation upon arrival in Canada</p>	<ul style="list-style-type: none"> ▶ By providing separate transportation to each farm ▶ By not transporting sick workers ▶ By ensuring workers sit two metres apart or wear good quality medical (procedural) masks
	<p>Organize housing to prevent outbreaks</p>	<ul style="list-style-type: none"> ▶ By having workers quarantine separately upon arrival ▶ By creating separate zones so sick or symptomatic workers have no contact with others

Reminder:

If a worker gets sick, all of their coworkers and housemates may have to be isolated. These preventive measures are aimed at protecting the health of all workers so companies can continue to operate during the COVID-19 pandemic while respecting workers' rights and freedoms. Employers are responsible for providing accommodations and working conditions that make it possible for TFWs to comply with these measures. TFWs are responsible for complying with these measures.

Housing divided by zone to separate healthy workers from contagious or potentially contagious workers

As much as possible, make sure there is no contact between workers in different zones. Ideally, TFWs in different zones should be in separate buildings, or at least in separate wings.

	Cold zone 	Warm zones  		Hot zone 
	No symptoms, preventive isolation (quarantine) completed	Isolation (for quarantine or contact with a known case), no symptoms	Isolation (for quarantine or contact with a known case), has symptoms, awaiting test result	COVID-19 cases (people who have tested positive)
Eligible workers	<ul style="list-style-type: none">▶ Have completed the 14-day quarantine after arriving in the country;▶ Have no symptoms of COVID-19;▶ Do not meet the criteria of the other zones.	<p>EITHER:</p> <ul style="list-style-type: none">▶ Are in preventive isolation (quarantine) having just arrived in the country and do not have any symptoms of COVID-19;▶ Have been in close contact (high or moderate risk) with a confirmed case, but have no symptoms of COVID-19 (see info sheet on contact tracing, in French only)	<p>Have developed symptoms of COVID-19, awaiting test results.</p>	<ul style="list-style-type: none">▶ Have tested positive for COVID-19.

	Cold zone 	Warm zones  		Hot zone 
	No symptoms, preventive isolation (quarantine) completed	Isolation (for quarantine or contact with a known case), no symptoms	Isolation (for quarantine or contact with a known case), has symptoms, awaiting test result	COVID-19 cases (people who tested positive)
Isolation	No	<p>Yes, in their room:</p> <ul style="list-style-type: none"> ▶ For 14 days in preventive isolation (quarantine) upon arrival in the country; <p>or</p> <ul style="list-style-type: none"> ▶ For 14 days following the last exposure with a confirmed case (close contact at high or moderate risk) regardless of the test result, if they got tested. 	<p>Yes, in their room:</p> <p>If the test is positive: Transfer to the hot zone</p> <p>If the test is negative:</p> <ol style="list-style-type: none"> 1) Preventive isolation (quarantine) or if they were in contact (moderate or high risk) with a case: end the 14-day isolation period. 2) If the first point does not apply and symptoms persist: medical assessment. 3) If the first point does not apply and symptoms have resolved: transfer to cold zone if worker has no fever for 48 hours without medication and symptoms have improved for at least 24 hours. 	<p>Yes:</p> <ul style="list-style-type: none"> ▶ Workers do not have to isolate in their rooms, provided they are all confirmed cases living under the same roof (building or wing). ▶ If they live under the same roof (building/wing) as people without COVID-19: strict isolation in their rooms with meals brought to the door¹.
Room occupancy	Maximum 2 workers per room with 1 bed per person, foot to foot so workers' heads are at opposite ends (no bunk beds, 9 square metres of personal space).	1 worker per room ²	1 worker per room ¹	1 worker per room

¹ See [government guidelines for cases](#).

² If a worker is a suspected or confirmed case of COVID-19 living in a two-person room and cannot transfer to a single room right away, install a physical barrier (e.g., privacy curtain) between the beds until the worker can be transferred.

	Cold zone 	Warm zones  		Hot zone 
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Communication	Assign a coordinator to handle communication: <ul style="list-style-type: none"> ▶ With public health during investigations. ▶ With TFWs to share information with them in their own language: <ul style="list-style-type: none"> ▶ On public health guidelines to follow; ▶ On testing, the current outbreak, and the length of quarantine, if required; ▶ On steps to take to get compensation if they have to quarantine. 			
Symptom monitoring	Once a day		Once a day + Temperature taken at least once a day	
Testing³ in accordance with current government guidelines	No	Yes for: <ul style="list-style-type: none"> ▶ Close contacts (high or moderate risk) with a confirmed case ▶ TFWs in quarantine according to current MSSS guidelines (in French only) If the mobile unit is not available: organize transportation according to the hierarchy of control measures (updated in French only)	Yes for: <ul style="list-style-type: none"> ▶ Everyone, from the onset of COVID-19 symptoms If the mobile unit is not available: organize individual transportation in accordance with current guidelines (updated in French only)	No
Access to common areas	Stay at least two metres away from others at all times ⁴	No, except to access bathroom facilities: <ul style="list-style-type: none"> ▶ Be sure to wash hands after each use Workers must wear a good quality medical (procedural) mask when not in their room. ⁵ Must stay two meters away from others at all times. Workers are confined to their rooms. Meals are brought to the room.		Yes, but only if everyone under the same roof (building/wing) is a confirmed case of COVID-19.

³ Arrangements for testing (bring in a mobile unit or make appointments): procedures vary depending on the administrative region and the number of TFWs to be tested.

⁴ With the exception of small cohorts allowed in regions on green alert level (max. 6 TFWs who live, travel, and work exclusively together).

⁵ Ideally, masks should comply with the American Society of Testing and Materials (ASTM) criteria, F2100 standard. Type IIR masks (EN 14683 standard) can also be used.

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Access to outdoors	At all times, two meters apart from others ⁴ Ideally, with a designated space for each small group (avoid gatherings).	Yes, possible and preferable: One worker at a time, no contact with others. Workers must wear a good quality medical (procedural) mask ⁵ to get outside but may remove it once they are outside alone. On the grounds of the accommodations only (no community outings)		
Signage	General guidelines posted at all times in the languages spoken by TFWs ⁶ Post applicable measures at the entrance and in strategic locations in the zone (e.g., bathroom, kitchen, etc.)			
Personal protective equipment (PPE) for TFWs	The hierarchy of control measures (updated in French only) applies to everyone	Workers must wear a good quality medical (procedural) mask ⁵ anytime they leave their room (e.g., bathroom, shower, outdoors)	Good quality medical (surgical) mask ⁵ when going outside (must stay on the grounds)	
PPE for other workers who enter the accommodation facilities	Good quality medical (procedural) mask ⁵ AND eye protection at all times	Good quality medical (procedural) mask ⁵ AND eye protection (goggles with side protection or face shield) AND overclothes (gown or smock) AND disposable gloves		
Sharing items	Disinfect after each use	Not allowed	Not allowed	Allowed
Disinfection of high-touch surfaces in restroom facilities	At least once a day	After each use	After each use	After each use
Disinfection of high-touch surfaces in common areas	At least once a day	Access prohibited	Access prohibited	At least once a day
Cleaning and disinfection of rooms	At least once a day for high-touch items	Provide workers with the necessary products to do it themselves before they leave After they leave: <ul style="list-style-type: none"> ▶ Close the door to the room ▶ If possible, open any outside windows to increase air circulation in the room ▶ Wait a minimum of three hours before cleaning and disinfecting the room See the information sheet for more details (in French only)		

⁶ For example: <https://santemontreal.qc.ca/en/public/coronavirus-covid-19/informations-multilingues/>

More useful information:

- ▶ Link to the full [TFW information sheet](#)
- ▶ [Agricultural workers in crop and livestock production](#), available in English, French, and Spanish
- ▶ [Food processing](#), available in English and French
- ▶ [Meat slaughter industry](#), available in English, French, and Spanish
- ▶ [Manufacturing sectors](#), available in English and French
- ▶ [Union des producteurs agricoles \(UPA\) website](#) (in French only)
- ▶ [MAPAQ FAQs – Temporary foreign worker section](#) (English links at the bottom of the MAPAQ page)
- ▶ [CNESST: Tools for Agricultural Sector](#)
- ▶ [CNESST brochure: Connaissez-vous vos conditions de travail au Québec? - travailleurs étrangers temporaires](#) (in French only)
- ▶ [CNESST video: Travailleurs agricoles étrangers - Bienvenue au Québec!](#) (French version)
- ▶ [CNESST video: Trabajar en Quebec](#) (Spanish version)

Note: The above recommendations are based on the information available at the time of writing. Given that the situation and knowledge of the SARS-CoV-2 (COVID-19) virus are evolving rapidly, these recommendations are subject to change.

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ACKNOWLEDGEMENTS

We wish to thank the [IRSSIT](#) and [CNESST](#) for input during the updating of the recommendations in this sheet.

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Image credit: www.flaticon.com

The French version is entitled *Travailleurs étrangers temporaires Informations pratiques pour les employeurs* is also available on the website of the Institut national de santé publique du Québec at: www.inspq.qc.ca/publications/3072-travailleurs-etranagers-temporaires-employeurs-covid19

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Publication No.: 3072 – English version

