

## Federal and Provincial Quarantine and Isolation Requirements

Good afternoon,

The purpose of this email is to provide information on the current federal and provincial quarantine and isolation requirements for Temporary Foreign Workers (TFW) arriving in Canada.

Employers who hire a TFW must follow the requirements set out under the Emergency Orders made pursuant to [section 58 of the Quarantine Act](#), including the *Minimizing the Risk of Exposure to COVID-19 in Canada Order (Quarantine, Isolation and Other Obligations)*(QIO), the [Immigration and Refugee Protection Regulations](#) (IRPR), as well as provincial and territorial employment and labour laws to ensure the health and safety of the TFW's they employ.

- The Emergency Orders under the *Quarantine Act* govern the arrival to Canada and conditions for a suitable place of quarantine and isolation in the initial 14-day post arrival in Canada.
- The IRPR rules provide for requirements on how employers support their employees in meeting their requirements as travellers under the Emergency Orders during the entire employment period of the worker.
- The provincial/local public health guidance govern the **length of time** of quarantine or isolation after the initially applicable federal requirements on entry and post entry to Canada no longer apply.

### **Federal Quarantine and Isolation Requirements upon Arrival (Applies to all travellers, including TFWs)**

Federal quarantine measures, per the *QIO*, require all unvaccinated TFWs arriving in Canada to quarantine for a period of 14 days, beginning on the date of entry into Canada. To clarify, unvaccinated persons include the unvaccinated, those who are only partially vaccinated (i.e. without the required two doses of a vaccine), or those vaccinated with a vaccine that is not accepted under the federal requirements.

If a TFW develops signs and symptoms of COVID-19, or receives a positive COVID-19 test result during the federally-mandated 14-day quarantine period, isolation for a period of 10 days is required, even if local public health authorities require a shorter isolation period.

#### ***Quarantine Requirements upon arrival:***

- Unvaccinated workers are required to quarantine for 14 days beginning on the day of entry into Canada. The QIO imposes certain specific requirements when it comes to conditions for the place of quarantine, including that the worker needs to have access to a bedroom at the place of quarantine that is separate from the one used by persons who did not travel and enter Canada with that person and access to the necessities of life without leaving that place ([Orders In Council - Search canada.ca](#) Part 3 Section 2: Quarantine Requirements – Conditions).
- Employers must provide a suitable place for quarantine for unvaccinated workers.

- If, during the 14 days from their entry into Canada, an unvaccinated worker develops signs and symptoms or tests positive for COVID-19 on the molecular test that they are required to undergo in accordance with the Quarantine Order, they must isolate for a 10-day period which begins on the date of symptom onset, or the date the test sample was collected (as validated by the test provider) or the date of the test result (if there is no validation of the test collection date). The confirmed or suspected positive COVID-19 case must be reported to PHAC and the employer needs to provide a suitable place for isolation.
- The QIO imposes certain specific requirements when it comes to conditions for the place of isolation, including that the worker needs to have access to a separate bedroom and bathroom as well as access to the necessities of life without leaving that place.
  - Requirements for unvaccinated or partially vaccinated travellers, including TFWs: <https://www.canada.ca/en/public-health/services/publications/diseases-conditions/2019-novel-coronavirus-information-sheet.html>
- Vaccinated workers are not required to quarantine for 14 days upon their entry into Canada. However, during the initial 14-day period from their entry into the country, should the worker develop signs and symptoms of COVID-19 or test positive for COVID-19 they must isolate for a period of 10 days beginning on the date of symptom onset, or the date the test sample was collected (as validated by the test provider) or the date of the test result (if there is no validation of the test collection date). The confirmed or suspected positive COVID-19 case need to be reported to PHAC.

Please note that there is also a requirement for TFWs, whether vaccinated or not, to quarantine for 14 days if, during the initial 14 days from their entry into Canada, they have been exposed to a person, that they travelled with to Canada, who shows signs and symptoms of COVID-19 or receives a positive COVID-19 test.

***Isolation Requirements in the post arrival period and beyond:***

After the initial federally required 14-day quarantine period, the initial 14-day period from entry into Canada or other federally applicable isolation period, any worker with a suspected or confirmed COVID-19 infection is required to isolate according to instructions from provincial/territorial or local public health authorities. Illustrative examples are below:

- If a worker develops signs and symptoms of COVID-19, or receives a positive COVID-19 test result during the federally required 14-day quarantine period or the initial 14-day period after their entry, the *QIO* requires that they isolate for 10 days in a suitable place of isolation or accommodation.
- In addition, the period of isolation may be extended for a new 10 day isolation period if the person tests positive for COVID-19 while in isolation and they were initially isolating for a reason other than having received a positive COVID-19 test.
- If a worker becomes sick after the initial 14-day quarantine or other federally applicable period, they are required to isolate for the duration stipulated by local or provincial/territorial public health authorities. IRPR require that employers provide a suitable isolation accommodation, including a separate bedroom and bathroom that are solely for the use of the isolating TFW.

For detailed information regarding provincial/territorial or local quarantine and isolation requirements, please consult your provincial/territorial public health authority website.

### **Employer Accommodation Requirements Regarding Isolation of TFWs**

**At any time during the initial 14 days in Canada**, should a worker show signs and symptoms of COVID-19, have reasonable grounds to suspect they have COVID-19, or receive a positive test result, employers must immediately isolate the confirmed or suspected COVID-19 positive TFW for a period of 10 days, even if the province or territory in which they operate has a shorter isolation period. Workers must, as per Part 5 of the QIO, follow the set of the requirements and conditions for a suitable place of isolation, including a requirement to have a separate bedroom and bathroom while in isolation.

Employers are guided by [IRPR \(section 209.3\(1\)\(a\)\(xi\)\)](#) which outlines accommodations requirements for those who provide accommodations to workers during their ***entire employment period***. Employers must provide suitable accommodations for TFWs who develops any signs or symptoms of Covid-19, including a separate bedroom and bathroom.

The COVID-19 pandemic is a rapidly evolving situation. The Temporary Foreign Worker Program will continue to work with employers in ensuring that you remain informed of any forthcoming changes to public health requirements. Moreover, you are encouraged to visit [Travel.gc.ca](https://travel.gc.ca) for regular updates.

Thank you in advance for your collaboration and understanding.

The Temporary Foreign Worker Program  
Employment and Social Development Canada