

Enhanced Public Health Measures

A public health emergency has been declared by the Province of Alberta and the following updated public health measures are effective until at least January 12, 2021 as per the December 8 [announcement](#).

No Indoor and Outdoor Social Gatherings

Effective December 8, 2020, no indoor or outdoor social gatherings are permitted in any setting (private homes, public spaces or workplaces). Social gatherings are where people move freely around to associate, mix or interact with each other for social purposes. For complete details and exceptions to this public health measure, see this [website](#).

- **SHARED SPACES** - Lounges and lunchrooms should be used for the purposes of preparing or eating meals, not socializing afterward. A face covering must be worn when preparing meals, however may be removed when consuming food or drink. Given reduced occupancy in these rooms needed to achieve physical distancing, employees are asked to be considerate of other employees waiting to prepare or eat their meals. This can be achieved through staggered and scheduled use to effectively reduce occupants at any given time.
- **MEETINGS** - All meetings are to be conducted virtually unless an in person meeting is deemed operationally required. If it is deemed necessary to hold an in person meeting attendance must be limited and public health measures followed including 2 metre physical distancing and mandatory masking.
 - Work areas must assess if any outdoor gatherings have been planned and make arrangements to cancel/reschedule for the time being.

Mandatory Work From Home

Effective December 13, 2020 working from home is mandatory unless the employer requires a physical presence for operational effectiveness. It is expected that employees will work from home unless leadership has determined that their work must be conducted at a City of Edmonton location. It is the responsibility of leadership to determine who is absolutely required to be present at the City of Edmonton location and how often they are required to attend to meet operational effectiveness.

Mandatory Mask Requirements

Masks are now mandatory at all times in all indoor public places in Alberta, subject only to limited exceptions*. This includes all employees, visitors, delivery personnel and contractors at locations where workers are present. Complying with masking requirements is the law and it is a workplace requirement.

This is in addition to any physical distancing practices that should be in place. For further information on the exceptions please refer to this [document](#).

***Exceptions**

Limited exceptions exist to allow for the temporary removal of a face mask. The exceptions applicable to persons in City facilities include:

- The person is alone at a workstation and separated by at least 2 metres distance from all others;
- The person is separated from every other person by a physical barrier that prevents droplet transmission;
- The person is consuming food or drink [they must be 2 metres away from others];
- The person is unable to wear a face mask due to a mental or physical health concern or limitation [this must be confirmed with Disability Management for employees]; or
- A hazard assessment determined the person's safety will be at risk if they wear a mask while working.