

Ebola virus: What to do when an employee is about to travel to Uganda or another affected country?

October 19, 2022

These past few weeks, the World Health Organization (WHO) has expressed concern regarding an outbreak of the Ebola virus in Uganda. While this is now the fifth wave of this virus to hit the country, current victims do not appear to respond to vaccines quite as well as in the past. The responsible strain therefore presents a very high mortality rate, ranging between 90 and 100%.

The article below was first published during a previous outbreak of the virus in 2014, and was updated to address the current situation in 2022. We recommend that you keep an eye on the [Public Health Agency of Canada's latest guidelines](#).

What is Ebola?

Ebola is an hemorrhagic fever. Its incubation period lasts between 2 to 21 days. Contamination is possible as soon as the first symptoms arise and the risk lasts as long as the virus is present in an individual's blood. **Inter-human transmission can occur** through direct contact with infected blood or other bodily fluids, or by touching an object soiled with the same secretions.

Providing health care, participating to funeral rites and having sexual contacts with an infected person carry the most risks when it comes to contracting the virus. As well, **consuming wild animals' meat or being in contact with infected animals may also expose** humans to the virus.

Recommended measures for employers

As an employer, how should you react when an employee announces that they have made travel plans to a country at risk?

It should be noted that no case of an Ebola virus infection has been identified in Canada as of publication date. However, the employer can take action to protect the workplace when an employee returns from visiting an affected area.

Since the incubation period of 21 days is significant, preventive measures will help to ensure the employee will not lose pay, nor have to exhaust their accrued time-off days.

1. Before departure

- Check with the employee as to their itinerary and date of return on Canadian soil.
- Provided the employee's functions allow it, establish a work-at-home agreement for their first few days back on Canadian soil and provide them with the tools **necessary to perform their functions**.
- Inform the employee that they must follow the guidelines for symptom self-monitoring for 21 days following their return, including taking their temperature **daily, and make the employee's commitment to this agreement a condition for returning to the workplace**.
- Advise the employee not to report to work if they have a fever or show other symptoms (such as muscle aches, a headache or sore throat, vomiting, diarrhea, a rash, bleeding gums, etc.) Visit the [WHO's page about Ebola](#) to learn more.
- Notify the employee that they will have to leave the workplace in case of a **sudden onset of fever or other symptoms during the day**.
- Notify the employee that if they seem feverish, they will not have access to the **workplace until a medical certificate attests their fitness**.

2. Upon returning

- Remind the employee of their commitment to self-monitor, and that **access to the workplace will be denied them in case of a fever**.
- Direct the employee to health services in case of a fever or the appearance of **other symptoms**.

3. General preventive measures, actionable immediately

- It is desirable to modify vacation application forms so that employees disclose their travel destination, to facilitate preventive measures before and after their return.
- Likewise, if the employer authorizes employees to work from abroad, the teleworking policy should include a duty to divulge any change in location and **any location visited while working abroad, at least 30 days prior to the employee's return to the employer's establishment**.

If your organization provides health care or works with vulnerable or immunocompromised persons, additional precautionary measures may be necessary.

Contact the [BLG Labour and Employment Law Group](#) for assistance with planning and deploying adequate preventive measures, or regarding any other concern you may have as an employer.

By

[Katherine Poirier](#), [Don J. Alberga](#), [Catherine Pronovost](#), [Stéphanie Desjardins](#)

Expertise

BLG | Canada's Law Firm

As the largest, truly full-service Canadian law firm, Borden Ladner Gervais LLP (BLG) delivers practical legal advice for domestic and international clients across more practices and industries than any Canadian firm. With over 725 lawyers, intellectual property agents and other professionals, BLG serves the legal needs of businesses and institutions across Canada and beyond – from M&A and capital markets, to disputes, financing, and trademark & patent registration.

blg.com

BLG Offices

Calgary

Centennial Place, East Tower
520 3rd Avenue S.W.
Calgary, AB, Canada
T2P 0R3

T 403.232.9500
F 403.266.1395

Ottawa

World Exchange Plaza
100 Queen Street
Ottawa, ON, Canada
K1P 1J9

T 613.237.5160
F 613.230.8842

Vancouver

1200 Waterfront Centre
200 Burrard Street
Vancouver, BC, Canada
V7X 1T2

T 604.687.5744
F 604.687.1415

Montréal

1000 De La Gauchetière Street West
Suite 900
Montréal, QC, Canada
H3B 5H4

T 514.954.2555
F 514.879.9015

Toronto

Bay Adelaide Centre, East Tower
22 Adelaide Street West
Toronto, ON, Canada
M5H 4E3

T 416.367.6000
F 416.367.6749

The information contained herein is of a general nature and is not intended to constitute legal advice, a complete statement of the law, or an opinion on any subject. No one should act upon it or refrain from acting without a thorough examination of the law after the facts of a specific situation are considered. You are urged to consult your legal adviser in cases of specific questions or concerns. BLG does not warrant or guarantee the accuracy, currency or completeness of this publication. No part of this publication may be reproduced without prior written permission of Borden Ladner Gervais LLP. If this publication was sent to you by BLG and you do not wish to receive further publications from BLG, you may ask to remove your contact information from our mailing lists by emailing unsubscribe@blg.com or manage your subscription preferences at blg.com/MyPreferences. If you feel you have received this message in error please contact communications@blg.com. BLG's privacy policy for publications may be found at blg.com/en/privacy.

© 2025 Borden Ladner Gervais LLP. Borden Ladner Gervais LLP is an Ontario Limited Liability Partnership.