

VACCINES IN THE WORKPLACE

WHAT YOU NEED TO KNOW THIS WEEK



With BC exceeding its vaccination targets, regulations lifting and the reintegration of employees to the workplace on the horizon, employers are now faced with trying to navigate the changing dynamic of vaccines and the workplace. We anticipate that changes to legislation could happen on short notice and have created this Round-Up to help employers stay informed in a situation that is so rapidly evolving.

Here are a few important things I thought worth sharing this week:

OUR INSIGHTS

1. My recent [Workplace Law Strategies Blog](#) post focuses on Proof of Vaccination. You can read it [here](#).
2. I recently moderated Harper Grey's, "[Ask Us Anything: Returning to the Workplace](#)" webinar, which addressed vaccinations, workplace safety, the continuation of remote or hybrid work and more. Check out the recorded session [here](#).

IN THE NEWS

3. Canada's largest private sector labour union is getting behind the mandatory vaccination movement – [CTV News – September 10, 2021](#) – read the article [here](#) – and Calgary unions are surprised and blindsided over the potential for dismissals due to lack of vaccination. [Calgary Sun – September 8, 2021](#) – read that [here](#).
4. Are mandatory vaccinations policies the way of the future? [OHS Canada – September 9, 2021](#) – read it [here](#).
5. Would hospitals be 'negligent' to not have a strict vaccine policy? [CTV News – September 8, 2021](#) – read the article [here](#).
6. The debate continues around the legality of vaccine passports and the rights of Canadians. [The Globe and Mail – September 8, 2021](#) – read all about it [here](#).
7. WestJet employees are now required to be fully vaccinated or find themselves facing unpaid leave or termination. [CBC News – September 8, 2021](#) – read the article [here](#).
8. BC has made vaccination mandatory for workers in all health care settings. [CBC News – September 13, 2021](#) – read the latest [here](#).
9. Doctors are pushing back and speaking out regarding requests for exemption letters. [Vancouver Sun – September 10, 2021](#) – read it [here](#). On September 9, 2021 the BC Provincial Public Health Office publishes "Valid Contraindications and Deferrals to Covid-19 Vaccination" for support and guidance of medical accommodation – read the Guidelines [here](#).
10. There are concerns by those in BC's hospitality industry around the enforcement of vaccine passport requirements. [Global News – September 8, 2021](#) – read it [here](#).
11. Despite recently announced public health measures, there is a drive by health unions to see more done in Saskatchewan to ease the surge in cases. [Global News – September 10, 2021](#) – read the article [here](#).
12. Winnipeg City making vaccination mandatory for their staff who regularly work with the public. [CBC News – September 14, 2021](#) – read it [here](#).

IN THE COURTS

13. Two recent Human Right Tribunal decisions weigh in on the vaccination passport. You can read about the decision in *Complaint obo Class of Persons v. John Horgan* [here](#) and in *Complaint v. Dr. Bonnie Henry* [here](#).
14. British Columbia's three court levels say they are not requiring their nearly 300 judges to be vaccinated for COVID-19, nor to disclose their COVID vaccination status — although this could change in the future. [The Lawyer's Daily – September 13, 2021](#) – read the article [here](#).

I hope you found this Round-Up helpful. If you have any questions relating to the reopening of your business or reintegration of your staff – our Workplace Law group is here to assist.



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