

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:

IN THE NEWS

British Columbia

1. A commentary on COVID-19 workplace vaccination policies and mandates in British Columbia. [Lawyers Daily – September 22, 2021](#) – read the article [here](#).
2. Since the initial release of the B.C. Human Rights Commissioner’s guidance on proof of vaccination amid Covid-19 has there been an upward trend among BC employers implementing vaccination policies? [Canadian Lawyer – September 16, 2021](#) – read the article [here](#).
3. In case you missed it, on [September 9, 2021](#), the [BC Provincial Public Health Office](#) published “Valid Contraindications and Deferrals to Covi-19 Vaccination” for support and guidance of medical accommodation – read the Guidelines [here](#).

Alberta

4. As one of Alberta’s largest employers, the City of Edmonton is now requiring all employees to be vaccinated against Covid-19. [Global News – September 20, 2021](#) – read the article [here](#).
5. Alberta’s new Covid-19 measures leave “a huge gap” as employees of businesses requiring proof of vaccine from customers won’t need to be immunized. [Edmonton Journal – September 15, 2021](#) – Read the article [here](#).
6. IATSE 212, Calgary’s biggest film workers union, says Covid-19 vaccination requirements need to be toughened on Canadian film sets as film productions continue to be threatened by Covid-19 cases. [Calgary Herald – September 14, 2021](#) – read the article [here](#).

Saskatchewan

7. Saskatchewan Government employee unions throw their support behind the province’s vaccination pass. [Post Media – September 16, 2021](#) – read the article [here](#).

Manitoba

8. City of Winnipeg frontline staff (including firefighters and paramedics) must now disclose their vaccination status. [CTV News – September 14, 2021](#) – read the article [here](#).
9. City of Winnipeg councillor wants frontline works’ mandated requirement to disclose their vaccination status expanded to other City staff. [CBC – September 13, 2021](#) – read the article [here](#).

Ontario

10. CUPE 4705 set to appeal elements of the City of Great Sudbury’s new policy requiring all employees to be fully vaccinated against COVID-19 by November 15. [Sudbury Star – September 20, 2021](#) – read the article [here](#).
11. Toronto District School Board teachers and staff must be vaccinated against Covid-19 by November or face losing their jobs. [The Canadian Press – September 15, 2021](#) – read the article [here](#).
12. Ontario Human Rights Commission releases policy statement noting no ‘right to accommodation’ under rights Code for unvaccinated based on ‘preference’. [Lawyers Daily – September 22, 2021](#) – read the article [here](#).
13. Ontario’s Guidance on Medical Exemptions to Covid-19 Vaccination Rules can be useful for employers and service providers in evaluating requests for accommodation under a mandatory vaccination policy. Read the Guidance [here](#).

United States

14. Biden meets with U.S. CEOs and top business leaders including Disney, Microsoft and Walgreens to push mandatory vaccine mandates. [National Post – September 16, 2021](#) – read the article [here](#).

International

15. The U.N. General Assembly relying on honor system to ensure world leaders have been vaccinated before attending large meetings. [Associated Press – September 17, 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.

If you are seeing this Round-Up for the first time, you can read previous issues [here](#).



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