

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. [Ryan Chan](#)'s October 25, 2021 [Workplace Law Strategies Blog](#) post reiterates the important of having an enforceable employment agreement with all of your employees and that they are executed in an appropriate fashion. Learn more [here](#).
2. Covid and the rise of reasonable notice periods is the topic of [Deanna Froese](#)'s October 25, 2021 [Workplace Law Strategies Blog](#) post. Learn more about how the economic downturn from the pandemic has impacted on notice periods [here](#).
3. Healthcare facility vaccine mandate: PHO Order takes effect on October 26. [Deanna Froese](#) elaborates on the significant responsibility the PHO puts on employers and those operating government-funded facilities to ensure compliance in her October 26, 2021 [Workplace Law Strategies Blog](#) post. You can read it [here](#).
4. Dr. Henry provides notice to healthcare workers that more vaccine mandates will be coming. [Scott Marcinkow](#)'s October 27, 2021 [Workplace Law Strategies Blog](#) post cautions that health professionals in other practice settings, including private clinics and offices, will likely be the subject of a new order requiring vaccination to provide services. Learn more [here](#).
5. You can learn more about the legal and logistical implications of Covid vaccinations and the workplace by registering for Harper Grey's upcoming ["Ask Us Anything: Vaccinations in the Workplace"](#) webinar. Check it out [here](#).

IN THE NEWS

National

6. Employees fired for defying vaccine mandates may not qualify for EI. [CTV News - October 22, 2021](#) - read the article [here](#).

British Columbia

7. Over 4,000 unvaccinated health care workers to be put on leave as BC's mandatory vaccination requirement takes effect. [CBC - October 26, 2021](#) - read the article [here](#).
8. Still no vaccine policy for Vancouver police as mandates for firefighters, paramedics announced. [Global News - October 20, 2021](#) - read the article [here](#).
9. BC's Education Ministry releases guidelines on developing vaccination policies, but school boards to decide whether to make vaccination mandatory. [CBC - October 22, 2021](#) - read the article [here](#).

Alberta

10. Alberta has extended its vaccination deadline for Alberta health care workers to November 30, giving employees an extra month to show proof of vaccination. [Global News - October 22, 2021](#) - read the article [here](#).

Ontario

11. With 50,000 education workers in Ontario still unvaccinated, undisclosed, Education Minister says mandatory vaccination in schools could lead to major layoffs. [CBC - October 26, 2021](#) - read the article [here](#).
12. Toronto Police Service says officers, staff must show proof of vaccination by November 30 or face "indefinite unpaid absence". [Global News - October 21, 2021](#) - read the article [here](#).

Yukon

13. Yukon Employees' Union has filed a grievance against mandatory vaccine policy, says territory's policy fails to consider "less invasive alternatives". [CBC - October 26, 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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