

## 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

#### Canada

1. Federal Government remains committed to vaccine mandate for international truckers despite pressure. [Global News – January 9, 2022](#) - read the article [here](#).
2. Federal Health Minister says vaccination is the ‘only way out’ of pandemic but making vaccination mandatory is ‘up to the provinces’. [CBC – January 7, 2022](#) - read the article [here](#).
3. One dose, two dose, three dose, four? Canada and US, not budging on definition of “fully vaccinated” as booster shot campaign accelerates. [Global News – January 5, 2022](#) - read the article [here](#).

#### British Columbia

4. BC Accountant fired for failing to comply with vaccine policy launches wrongful dismissal lawsuit, says employer offered no accommodations. [Vancouver Sun – January 5, 2022](#) - read the article [here](#).

#### Alberta

5. Critics say Alberta’s new ‘critical worker exemption’ leaves too much power to employers. [CBC – January 11, 2022](#) - read the article [here](#).
6. Alberta Health Services offers rapid testing alternative to 1,400 unvaccinated healthcare staff, says employees will be required to pay for testing. [CBC – December 24, 2021](#) - read the article [here](#).

#### Saskatchewan

7. “We don’t have the extra staff”: Saskatchewan Health Authority prepares for worsening staffing shortages as contingency plans. [Saskatoon StarPhoenix – January 7, 2022](#) - read the article [here](#).

#### Ontario

8. Three Ontario nurses disciplined for social media posts suing the Canadian Nurses Association for liable, seeking one million damages. [CBC – January 10, 2022](#) - read the article [here](#).
9. 354 unvaccinated Toronto Transit Commission workers fired, dismissals before labour arbitrator. [CBC – January 10, 2022](#) - read the article [here](#).
10. Niagara Health delays implementing mandatory vaccination policy as Omicron surge drives case counts and staffing shortages. [CBC – January 7, 2022](#) - read the article [here](#).
11. City of Toronto fires 461 employees for failing to comply with vaccine mandate. [CBC – January 5, 2022](#) - read the article [here](#).

#### Quebec

12. Quebec announces health tax on unvaccinated Quebecers, but experts say legal and ethical questions remain. [CBC – January 11, 2022](#) - 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](#).



#### Rose Keith, QC

rkeith@harpergrey.com  
604.895.2911