

## 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. [Rose Keith](#)'s January 17, 2022 [Workplace Law Strategies Blog](#) post discusses a decision from Ontario, which has confirmed that dishonesty during workplace COVID screening or failing to comply with health and safety protocols can lead to termination for cause. Learn more [here](#).
2. On January 20, 2022, [Rose Keith](#) shared her [Workplace Law Strategies Blog](#) post reviewing a recent arbitral Ontario decision that considered a company's mandatory vaccination policy and whether it was enforceable. The arbitrator found that the company's mandatory vaccination policy was reasonable despite the fact that the company had two different work locations, only one of which had mandatory vaccination requirements. Learn more [here](#).

### IN THE NEWS

#### Canada

1. Federal government clarifies all truck drivers entering Canada must be vaccinated, statement backtracking on vaccine mandate for truckers was "provided in error". [CBC – January 12, 2022](#) - read the article [here](#).
2. Infectious disease experts divided on whether Canada's vaccine mandate for cross-border truckers will lower spread of disease. [CBC – January 18, 2022](#) - read the article [here](#).

#### British Columbia

3. Delta becomes first school district in B.C. to require teachers, staff, to disclose vaccination status. [Global News – January 13, 2022](#) - read the article [here](#).
4. B.C. School Trustee Association, B.C. Teachers Federation 'caught by surprise' by new public health order on vaccine information for education staff. [Vancouver Sun – January 18, 2022](#) - read the article [here](#).
5. 25 City of Victoria staff on unpaid leave as City's vaccine mandate comes into force. [Victoria News – January 12, 2022](#) - read the article [here](#).

#### Manitoba

6. Border crossings delayed as truckers converge on Manitoba-U.S. border crossing in 'slow roll' protest of vaccine mandate. [Global News – January 17, 2022](#) - read the article [here](#).
7. Three University of Winnipeg Collegiate instructors launch legal battle over university vaccine mandate, say policy is "overboard, unreasonable and discriminatory". [Global News – January 17, 2022](#) - read the article [here](#).

#### Ontario

8. Ontario school board "inadvertently" leaks names of 800 unvaccinated staff members in email. [CBC – January 12, 2022](#) - read the article [here](#).
9. Crisis-level staffing shortages pushed Ontario government to discuss forcing hospitals to re-hire unvaccinated healthcare workers. [Ottawa Citizen – 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](#).



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