

## 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. In his February 14, 2022 [Workplace Law Strategies Blog](#) post, [Scott Marcinkow](#) reviews a new 2022 BC Human Rights Tribunal decision dismissing another complaint made by a person refusing to wear a mask. Learn more [here](#) about employers' obligations to accommodate employees and customers who refused to wear a mask because they don't want to.
2. [Rose Keith, QC](#)'s February 17, 2022 [Workplace Law Strategies Blog](#) post discusses how the failure to follow mandatory vaccination policies may not be just cause. Learn more [here](#).

### IN THE NEWS

#### Canada

3. In historic first, Trudeau invokes Emergencies Act in response to protests, blockades – [CBC – February 14, 2022](#) – read the article [here](#).
4. 'This is no longer a protest': Premier Ford declares state of emergency in Ontario as blockades of major bridges and city centres continue – [CBC – February 11, 2022](#) – read the article [here](#).
5. Canada's largest trucking company says trucking vaccine mandate hasn't hurt business – [CBC – February 8, 2022](#) – read the article [here](#).

#### British Columbia

6. BC 'vaccine card', mask mandates remain in effect as province lifts most other COVID-19 restrictions – [CBC – February 15, 2022](#) – read the article [here](#).
7. High case-counts and low vaccination rate push Kamloops-Thompson school district to implement proof of vaccination policy for teachers, school staff – [Clearwater Times – February 8, 2022](#) – read the article [here](#).

#### Alberta

8. Banff opts against implementing own proof of vaccination policy, says municipalities 'ill-equipped to go it alone' – [Rocky Mountain Outlook – February 15, 2022](#) – read the article [here](#).

#### Saskatchewan

9. Saskatchewan's 'vaccine passport' ends February 14, other restrictions to be lifted by end of month – [CBC – February 8, 2022](#) – read the article [here](#).
10. Saskatchewan Health Authority scraps mandatory 'vaccine or testing' policy for doctors, staff – [Regina Leader-Post – February 11, 2022](#) – read the article [here](#).
11. City of Regina lifts vaccine, mask mandates; says restrictions 'difficult to maintain' without provincial health order – [Regina Leader-Post – February 11, 2022](#) – read the article [here](#).
12. Names of 200 Saskatchewan Health Authority employees enrolled in mandatory testing program leaked in accidental email blast – [CBC – February 16, 2022](#) – read the article [here](#).

#### Ontario

13. Ontario accelerates reopening plan, will lift 'vaccine passport' policy on March 1 – [CBC – February 14, 2022](#) – read the article [here](#).

#### Quebec

14. Quebec ending 'vaccine passport' on March 14 but warns proof of vaccination could be reinstated – [Global News – February 15, 2022](#) – read the article [here](#).

#### New Brunswick

15. Judge dismisses lawsuit challenging vaccine mandate for government employees, says issue should have been dealt with through employee grievance process first – [CBC – February 10, 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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