

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, QC](#)'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, QC](#) 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 even though the company had two different work locations, only one of which had mandatory vaccination requirements. Learn more [here](#).
3. [Scott Marcinkow](#)'s February 1, 2022 [Workplace Law Strategies Blog](#) post answers key questions to the new Employment Standards Act amendments requiring employers in BC to provide 5 days of paid sick leave to their employees commencing January 1, 2022. Learn more [here](#).
4. On February 2, 2022, [Rose Keith, QC](#) shared her [Workplace Law Strategies Blog](#) post about the efficacy of vaccines leading to decision to not grant cease and desist order. Learn more [here](#).
5. In his February 2, 2022 [Workplace Law Strategies Blog](#) post, [Scott Marcinkow](#) discusses an employee's right to disconnect after hours in light of Ontario becoming the first Canadian jurisdiction to require many employers to create a policy addressing this issue. Learn more [here](#).

IN THE NEWS

6. Ottawa police considering 'all options' as anti-vaccine mandate protests continue with no clear end in sight – [CBC – February 1, 2022](#) – read the article [here](#).
7. 'We won't give in to those who fly racist flags': Trudeau denounces anti-vaccine mandate protests, says federal government committed to pandemic measures – [CBC – January 31, 2022](#) – read the article [here](#).

British Columbia

8. Charitable organization sued for firing unvaccinated employee defends vaccine policy – [Vancouver Sun – January 31, 2022](#) – read the article [here](#).
9. Central Okanagan Board of Education votes to implement vaccine mandate for teachers, education staff – [Vernon Morning Star – January 27, 2022](#) – read the article [here](#).
10. Nanaimo-Ladysmith school district to consult with unions, parents, and First Nations, on the district's mandatory vaccination policy for education staff – [Nanaimo News Bulletin – January 21, 2022](#) – read the article [here](#).

Saskatchewan

11. Saskatchewan's vaccine-or-test mandate for healthcare workers appears to be unenforced, unions say – [Saskatoon Star Phoenix – January 25, 2022](#) – read the article [here](#).

Ontario

12. Hamilton Health Sciences fires 178 healthcare staff as mandatory vaccination deadline passes – [Global News – January 28, 2022](#) – read the article [here](#).
13. Number of vaccine medical exemptions 'plummet' after Ontario requires requests be reviewed by public health units – [CBC – January 27, 2022](#) – read the article [here](#).

Quebec

14. Quebec abandons tax on unvaccinated, opts for education and outreach policies instead – [CBC – February 1, 2022](#) – read the article [here](#).

Nova Scotia

15. Vaccine mandate for municipal staff in Richmond County on hold as city councillors vote to send policy for committee for further review – [CBC – January 27, 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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