



FAQ – COVID-19 IMMUNIZATION IN THE WORKPLACE

Can the Employer make me take the COVID-19 vaccine?

No. The Employer does not have the right to impose vaccination. Only the Federal or Provincial governments can impose mandatory vaccinations. Exceptions may occur if NPF employees are accompanying the Canadian Armed Forces on a domestic or overseas mission for which vaccination is part of mandatory medical requirements as per CAF orders.

Can the Employer restrict my access to my workplace if I do not want to or cannot be vaccinated?

At this time, the Employer will not restrict access to its facilities or services for employees who do not wish to or cannot be vaccinated. However, as the COVID-19 pandemic evolves, the Employer may impose restrictions on employees who are not vaccinated but only where there is an increased health risk. For example, employees who would be in direct contact with a population that is vulnerable.

When can the Employer require proof of vaccination?

The Employer could request proof of vaccination if required by Public Health Authorities as a directive or when operating in high risk environments such as those with vulnerable populations or in regions with mandated COVID-19 immunization requirements. At this time, the Employer does not need to restrict access to its facilities or services for employee who are not vaccinated.

If you do get vaccinated, it might be advantageous for you to keep documentation in the event the Employer requests it at a later date.

Can I stop wearing my mask if I received the vaccine?

No. Even if you have received the COVID-19 vaccine, you must continue to follow all the directives from the Employer on health and safety measures, Protective Equipment and Personnel Protective Equipment. At this time, the Centre for Disease Control and Public Health Authorities recommend that all health and safety protective measures remain in place, as it is unknown if receiving the vaccine will prevent you from spreading the CORONAVIRUS.

Can I refuse to work if a colleague(s) is not vaccinated?

No. Health and safety measures, Protective Equipment such as sneeze guards, Plexiglas barrier and maintaining physical distancing, and Personal Protective Equipment such as mask, visors/face shields and/or gloves as appropriate will remain in place until the virus is no longer considered a risk by Public Health Authorities.

Will the Employer have a vaccination clinic?

No. The Employer will not host or offer vaccination clinics at this time.

Do I have the right to refuse to be vaccinated?

Any individual has the right to refuse to be vaccinated. An individual's medical choice to receive the vaccination or not is confidential and will not be discussed by management or others employees in the workplace.

What happens in the workplace, if I refuse to be vaccinated?

An employee will not be negatively affected in the workplace if they refuse to be vaccinated and will be accommodated accordingly up to the point of undue hardship. You may refer to *HRPOL15- Employment Accommodation* for further details

How would I be accommodated?

Accommodations are based on individual situations and will be determined on a case-by-case basis, recognizing the requirements to mitigate the health and safety risks as an objective while taking into considerations operational requirements. An accommodation can include but is not limited to being assigned to other duties or another work location, changes of scheduling, or remote work, if reasonable and with minor operational impact based on individual circumstances. You may refer to *HRPOL15- Employment Accommodation* for further details

What do I do if my only opportunity to be vaccinated interferes with my work schedule?

If at all possible, you should try to arrange appointments for vaccination at a time that does not interfere with your work schedule as you would for a regular medical appointment. If that is impossible, discuss with your manager or supervisor how you can be accommodated. Refer to **COVID-19 Immunization Directive, paragraph 13.5.**

I am feeling worried or hesitant about the COVID-19 vaccination. What resources are available for me?

Vaccination is a personal choice, and one that most Canadians agree is an important part of maintaining good health and prevention of disease. You may contact our Employee and Family Assistance Program (EFAP) for help at www.workhealthlife.com or by calling 1-844-880-9137. You can talk to your Manager or contact your provincial Health Authority (see chart below for information).

What is a high risk environment, such as those with vulnerable populations or in regions with mandated COVID-19 immunization requirements?

It is an environment where individuals are more susceptible to contract COVID-19 or where employees are exposed to a high number of potentially COVID-19 positive cases. It could be lodging facilities that have been assigned as quarantine areas or geographical areas declared high risk by Public Health Authorities. In any of the above-mentioned cases were to be a factor affecting CFMWS employees, you would be made aware of the situation.

What does undue hardship mean?

It means the limit of an employer's requirement to accommodate an employee protected by the *Canadian Human Rights Act*. Three factors – health, safety and cost must be considered when determining if an accommodation creates an undue hardship.

Public Health Authorities		
Provinces and Territories	Telephone number	Website
British Columbia	811	www.bccdc.ca/covid19
Alberta	811	www.myhealth.alberta.ca
Saskatchewan	811	www.saskhealthauthority.ca
Manitoba	1-888-315-9257	www.manitoba.ca/covid19
Ontario	1-866-797-0000	www.publichealthontario.ca
Quebec	1-877-644-4545	www.quebec.ca/en/coronavirus
New Brunswick	811	www.gnb.ca/publichealth
Nova Scotia	811	www.nshealth.ca/public-health
Prince Edward Island	811	www.princeedwardisland.ca/covid19
Newfoundland and Labrador	811 or 1-888-709-2929	www.gov.nl.ca/covid-19
Nunavut	867-975-5772	www.gov.nu.ca/health
Northwest Territories	911	www.hss.gov.nt.ca
Yukon Territory	811	www.yukon.ca/covid-19