

CUPE·SCFP

Vaccination Policy

CUPE recognizes the worldwide impact of the COVID-19 pandemic and acknowledges our role in helping to control the spread of this disease by supporting the vaccination effort. Vaccines approved by Health Canada have been proven to be effective in significantly reducing the spread, severity, and impact of the SARS-CoV-2 coronavirus (COVID-19).

CUPE also recognizes its legislated responsibility to take every reasonable precaution to protect the health and safety of our workers. Occupational health and safety is a shared responsibility. Questions about symptoms and vaccination status in this policy will respect privacy rights.

The following policy will be administered on the basis of an honour system. There will be no requirement for staff, members or visitors to provide proof of their attestations. CUPE believes that we all share the goal of safe and healthy workplaces and has complete trust in our members and staff to govern themselves accordingly by not doing anything that knowingly puts other staff or members at risk.

Violations or blatant disregard of this policy will be met with consequences for both staff and members.

In addition to this vaccination policy, staff will comply with CUPE's COVID-19 Protocol as per the local public health requirements and guidelines, as well as recommendations from the Public Health Agency of Canada.

For the purposes of this policy, people are considered fully vaccinated 14 days after they have either:

- Received both doses of a Health Canada authorized vaccine that requires 2 doses to complete the vaccination series (as of September 16, 2021): Pfizer-BioNTech Comirnaty COVID-19 vaccine, Moderna Spikevax COVID-19 vaccine, or AstraZeneca Vaxzevria COVID-19 vaccine.
- Received mixed dose vaccination series are accepted as long as it aligns with NACI Recommendations on the use of COVID-19 vaccines.
- Received 1 dose of a Health Canada authorized vaccine that only requires 1 dose to complete the vaccination series (as of September 16, 2021): Janssen (Johnson & Johnson) COVID-19 vaccine.
- For current residents of Quebec only, have had a laboratory-confirmed COVID-19 infection followed by at least 1 dose of a Health Canada authorized COVID-19 vaccine.

Definitions will be adjusted if and as required when the National Advisory Committee on Immunization (NACI) makes any future recommendations.

Our goal is to continue to promote full vaccination of all eligible staff and members, to prevent or reduce the risk and severity of a potential workplace outbreak of COVID-19, and to protect our staff, our coworkers, their families, and close contacts against serious illness.

To support this vaccination policy, CUPE:

1. Will comply with all applicable federal, provincial, and territorial legislation that relates to COVID-19 vaccinations, occupational health and safety, public health, human rights, and privacy.
2. Expects all employees to be fully vaccinated.
 - Anyone attesting that they are not fully vaccinated, or not declaring their vaccination status by the prescribed date without valid exemption shall be presumed to be unvaccinated and will be treated as such as per the requirements under this policy and CUPE's COVID-19 Protocol.
 - Medical information regarding vaccination status will be treated with the highest confidentiality and will only be used for the purposes of the COVID-19 Vaccination Policy and CUPE's operational requirements.
3. Asks all unvaccinated staff or those who have not disclosed their vaccination status to conduct a COVID-19 rapid test before entering the office on that day or on a testing schedule prescribed by the employer.

Asks all unvaccinated visitors/members or those who have not disclosed their vaccination status to conduct a COVID-19 rapid test before entering the office on that day.

- Testing for staff who have declared they are fully vaccinated will be optional.
- Staff who have valid exemptions will be asked to conduct a COVID-19 rapid test.
- Tests will be provided to employees, at not cost, providing supplies are available.
- If testing supplies are not available and CUPE is unable to procure and provide additional supplies, unvaccinated staff will not be permitted to enter CUPE premises and remote working arrangements will be put in place until supplies become available.

4. Will provide all staff with the following COVID-19 vaccination and testing information and training:
 - COVID-19 transmission risks in the workplace.
 - Potential consequences of contracting the virus.
 - Persons eligible for vaccination.
 - How to get vaccinated.
 - Benefits of vaccination to the individual, workplace, and community.
 - Where to find current, accurate, and trusted sources of information about vaccination.
 - Where to find and how to administer the rapid antigen test.
5. Will provide support to all staff to facilitate vaccination, including:
 - Paid leave to attend vaccination appointments which occur during the employee's scheduled working hours.
 - Paid sick leave for employees experiencing side effects from the vaccine.
 - Covering other reasonable costs for employees to attend vaccination clinics, if needed (e.g., taxi or bus fares, parking, etc.).
6. Will consider accommodation requests related to COVID-19 and will follow CUPE's Accommodation process (see Accommodation section below).
7. Will review this policy on a regular basis, or as required by changes to public health measures and legislation. If at any time this policy becomes ineffective or invalid, it shall be revised or revoked.
8. Expects all parameters outlined in this policy to be applied to CUPE hosted events such as Union Education, branch meetings in hotels, national conferences, national committee meetings in hotels, etc.
 - This applies to all participants and guests including member facilitators and member organizers doing in person work for CUPE.
 - Every effort will be made to ensure physical distance standards are upheld at all CUPE sponsored events.
9. Will strongly recommend that all chartered organizations follow this policy, or adopt a similar policy, to ensure the safety of members and staff when attending meetings or events outside the jurisdiction of CUPE. Staff experiencing hesitancy about attending a meeting with no COVID policies or protocols in place, should refer to the COVID Protocol document and speak to their Director.

Collection of Information

Personal information gathered shall be:

- Collected with the employee's consent.
- Protected in accordance with privacy legislation.
- Used exclusively for the purpose of compliance with this policy.
- Kept confidential in Human Resources.
- Retained only as long as required.

Exemptions

Valid vaccination exemptions include:

- Valid reasons based on grounds protected in applicable human rights legislation.
- Medical ineligibility, including severe allergic reactions to an approved COVID-19 vaccine or any of its components, as confirmed by a medical practitioner.
- Ineligibility to receive the vaccine due to age cohort or other restrictions stated by the local public health authority.

Accommodations

To request an accommodation staff must follow CUPE's Accommodation process. Reasonable accommodations (informal work-around or formal/permanent) will be considered provided it:

- Adheres to national covid guidelines issued by the employer.
- Does not conflict with terms of the collective agreement.
- Does not substantially negatively impact the operations.
- Allows staff to fulfill the core requirements of the job.
- Enables staff to manage workload without significant duress to said staff or colleagues.
- Does not provide an undue hardship to CUPE.

For questions about this policy, please contact Human Resources.

Disclaimer: *As public and occupational health and safety information is changing rapidly, local public health authorities should be consulted for specific, regional guidance. This information is not intended to replace medical advice or legislated health and safety obligations. Although every effort is made to ensure the accuracy, currency, and completeness of the information, CUPE does not guarantee, warrant, represent or undertake that the information provided is correct, accurate or current. CUPE is not liable for any loss, claim, or demand arising directly or indirectly from any use or reliance upon the information.*