



Winnipeg Mennonite Seniors Care Inc. COVID-19 Vaccination Policy September 13, 2021

Purpose

COVID-19 vaccines are proven to be effective and are the best available means to ensure the protection of health care workers, staff, residents, patients, and clients against COVID-19. It is known that COVID-19 is highly transmissible, and that infection can lead to significant morbidity and mortality. Evidence shows that COVID-19 vaccines approved in North America are very effective at preventing severe illness, hospitalization, and death, including against alpha and delta variants of concern.

Winnipeg Mennonite Seniors Care Inc. (WMSCI) aims to provide a safe working environment and to take as many precautions as possible to reduce the risk and spread of COVID-19. Vaccinated people are less likely to acquire or transmit COVID-19. We are, therefore, adopting this policy to safeguard the health and safety of our residents, employees, visitors, contractors, and the communities and clients we serve, who are especially vulnerable to COVID-19.

Scope

All employees, volunteers, students (high school, HCA etc) and contractors (tradesperson) are required to be fully vaccinated against COVID-19 with a vaccine that is authorized in Canada as a condition of continued employment, unless a reasonable accommodation is approved. “Fully Vaccinated” is defined as those who have received both doses (any combination) of an approved two-dose COVID-19 vaccine (AstraZeneca, Moderna, Pfizer), or an approved single dose vaccine (Janssen/Johnson & Johnson) with more than 14 days having passed since the final vaccination was received. All employees would be expected to obtain booster vaccinations as well, if and when they are required in future by Provincial Public Health. Employees refusing to comply with this policy may be subject to disciplinary action, up to and including termination of employment.

Procedures

1. As of the date of this policy, all Manitobans 12 years of age and older are eligible for their first dose of approved vaccinations. Employees who have not, as of the date of this policy, received the first dose of an approved vaccination, have until September 30, 2021, to receive their first dose. WMSCI will provide a list of locations to assist employees in receiving the vaccine on their own.
2. All employees will be required to receive their second dose of COVID-19 vaccination as they become eligible, but no later than October 31, 2021.
3. All employees are entitled to take a three-hour paid leave to receive COVID-19 vaccinations. Employees are to work with their leaders to schedule an appropriate time to comply with this policy.
4. Before the stated deadlines to be vaccinated have expired, employees will be required to provide either proof of vaccination or request an **approved reasonable accommodation (see following page for more details)** to be exempted from the requirements. Where accommodation is requested by an employee declining vaccination, confirmation of the reason for declining vaccination, with proof of same must be provided where reasonably necessary. Copies of documents described above are to be provided to Ashley Hibbs, HR Coordinator, for confidential Personnel Files.

Information

WMSCI recognizes that some employees may be vaccine hesitant. Those employees are encouraged to discuss their concerns with either their Director, Manager, Ashley Hibbs (HR-Coordinator), or Health Resources. We will arrange for a free consultation with a public health official or pharmacist to discuss the benefits and risk of vaccination, including the benefits and risks to our residents, employees, and visitors.

Confidentiality

All information collected pursuant to this policy, including proof of vaccination, will be treated with strict confidence. Information will only be released to those who must have access for purposes related to the policy and will be destroyed once vaccination status has been confirmed.

Reasonable Accommodation

Employees in need of an accommodation or exemption from this policy for bona fide and substantiated medical or religious reasons (or other ground(s) protected under the Manitoba *Human Rights Code*) must submit a written request to Ashley Hibbs, HR-Coordinator, to begin the interactive accommodation process as soon as possible. **However, only medical reasons approved by the Government of Manitoba as per current public health orders will be accepted.** Any request should include a description of the accommodation or exemption requested and the reason(s) for the requested accommodation or exemption.

WMSCI will make an assessment based on the information provided and determine whether an accommodation is required and/or possible without undue hardship. Where required by law, WMSCI will provide accommodation to the point of undue hardship.

Employees who receive an approved accommodation or exemption from this policy will be required to wear a mask while attending the workplace, socially distance and **undergo testing up to 3 times/week or a negative covid test within 48 hrs of presenting to work** as determined by Provincial Public Health authorities. **Testing would be done on employees own time.** Copies of these test results are to be submitted to Ashley Hibbs, HR-Coordinator for confidential Personnel Files.