

Vaccine Mandate TA Highlights

This agreement accomplishes the following:

Anyone who wishes to retire by December 31, 2021 can do so regardless of vaccination status. If an employee is not fully vaccinated by October 18, 2021 and has officially submitted retirement paperwork to DRS with the intent to retire by the end of the 2021 calendar year, the employee may use accrued leave or leave without pay until their retirement date.

✓ A fair and consistent process

- No distinction between accommodation availability for those approved for religious or medical exemptions.
- No unnecessary delays in the exemption process—employees will be provided with instructions and necessary exemption documents in a timely manner. Those with approved exemptions will proceed automatically to accommodation process.
- If the employer requires a second medical opinion in the exemption process, the employer will cover all associated costs. The medical appointment, including travel time, will be considered work time.
- If an employee has initiated their exemption request by September 22, 2021 and cooperates with the process, and the exemption is still being reviewed on October 18, 2021, the employee will suffer **no loss in pay until the exemption decision is provided.**
- If an employee's exemption request has been approved but an accommodation has not been identified, the employee may use a combination of annual leave and leave without pay after October 18th until an accommodation decision has been provided.
- If the exemption request is denied or an accommodation is not available, the employee may use a **combination of annual leave and leave without pay for up to 45 days to become fully vaccinated.**
- If an employee receives the first dose of the vaccination late and fails to become fully vaccinated by October 18, 2021, the employee may use **leave without pay for up to thirty (30) calendar days to become fully vaccinated and retains the right to return to their previous position or a vacant**

position in the same job class at their work location provided the employee has become fully vaccinated and the employer has not permanently filled their previous position. This provision expires on November 17, 2021.

✓ **Highest levels of confidentiality:**

- Only HR staff or staff who are bound to protect confidential and sensitive information will handle and process medical exemption accommodation documentation.
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- Only OEO staff and its designees will handle and process religious exemption documentation.
- All information disclosed to the employer in the verification, exemption and accommodation process will be kept confidential. This information will only be accessed by the employer on a need-to-know basis.

✓ **COVID testing protections**

- If the employer requires an employee to get a Covid-19 test, it shall be done on the employer's time and expense.
- When an employee tests positive using a rapid test at screening and is sent home to isolate and the confirmation test comes back negative, any use of accrued leave during the isolation period will be credited back to the employee's leave bank.

✓ **Vaccine access and education**

- The employer must maintain a website which provides current instructions for submitting COVID-19 vaccination records and for requesting religious or medical waivers.
- The employer will share vaccination rate data in a timely manner and partner with the union in targeting worksites for vaccine education and access.

✓ **Improvements to COVID-related leave:**

- If the employee's accrued sick leave is at risk of falling under forty (40) hours, they may request shared leave from the shared leave bank if they are required

to isolate or quarantine and the employer if unable to accommodate an alternative work assignment.

✓ **Staffing**

- Contingency plans will be shared with the union and the union will bargain over staffing impacts as soon as possible.
- Any emergency contracting out due to short staffing as result of this mandate will supplement and not supplant bargaining unit positions.

Successfully fought back:

✗ Attempt to make exemption request deadline retroactive to September 15, 2021.

✗ **Loss of pay** if the employer was still reviewing exemption request by October 18, 2021 even if request was turned in by September 22, 2021.

✗ Possibility of not being able to retire before termination.

✗ Termination of anyone who was unvaccinated by October 18 even if your exemption request was still in process.

✗ Termination of anyone who was unvaccinated even if you had already received your first dose as of October 18.