

From: Matthew Savino (SHRP) <matthew@savinohrp.ca>
Sent: Wednesday, June 15, 2022 8:15 AM
To: Matthew Savino (SHRP) <matthew@savinohrp.ca>
Subject: HRLive Client Update - Federal Vaccine Mandates End June 20th
Importance: High

HRLive Client Update

In a surprise move yesterday, the Federal government announced that employees and transportation workers in federally regulated sectors will no longer have to be fully vaccinated as a condition of employment. Federal workers who have been on unpaid leave for several months because of their vaccination status will be permitted to return to work. These changes come into effect on Monday, June 20th.

It is important to note that while these mandates have been suspended, **they have not been cancelled permanently** and may be resumed if conditions change. And that is the advice we are recommending for all clients with vaccination policies currently in place now. That advice includes:

1. If you have a Vaccination Policy in place, maintain it. We recommend that you have such a workplace policy.
2. If you are currently making vaccination a condition of employment for new hires in your employment agreements (which we also recommend), maintain it.
3. If you have existing employees on an unpaid leave of absence due to their vaccination status, consider permitting them to return to work with the understanding that that aspect of your vaccination policy is being relaxed at this time (consistent with the government's change in policy direction) and that you may need to implement a return to a leave of absence status if conditions worsen and public health direction warrants a resumption of this status. Please [contact us](#) to discuss any unique factors in your workplace, namely, if you have a worker on unpaid leave based on their vaccination status.
4. If you have unvaccinated employees in your workplace that are participating in COVID testing on a regular basis as a condition of them continuing to work, consider temporarily suspending that program at this time as per the above. With that said, if you wish to continue rapid testing in order to maintain infection control measures and health and safety in your workplace, you absolutely maintain the right to do so. In either case, please feel free to [contact our office](#) to discuss any unique factors in your workplace.
5. This advice also recognizes that despite these moderations in policy, Public Health authorities consistently recommend (or strongly recommend) that all employers

implement and maintain a vaccination policy in their workplace. That advice has not changed at this time.

We will be reviewing this advice on a regular basis throughout the summer, and updating you with any changes in policy direction that we recommend. Starting in the Fall we will be carefully reviewing this advice and policy direction on a weekly basis, based on government regulation, the advice of public health authorities, and any resurgence in COVID case activity (which we hope will not be experienced). If at the end of the year, there has been no significant changes in these factors, we will evaluate whether these policies can be retired completely. At this time however, we are strongly recommending that you maintain your vaccination policy until at least the end of the year, with the above moderations in the application of your policy considered.

Travel

In conjunction with these permissions to return to work, unvaccinated travellers will be also able to travel again by air and train on June 20th, though masks will still be required. The rules for cruise ship travel within Canada remain the same (full vaccination required). Truckers crossing the Canada-U.S. border will also still need to be fully vaccinated against COVID-19, as it appears the US is maintaining this expectation for Canadian truckers on that side of the border at this time. Currently, the government's definition of "fully vaccinated" remains two doses of an approved COVID-19 vaccine or one dose of the Johnson & Johnson vaccine.

If you require advice or assistance with any of the above, or another HR matter, please feel free to [contact us](#) anytime.

Best regards,
Matthew

