

COVID-19 Vaccination Policy for PSAC Members and Guests

1. Policy Objective

The Public Service Alliance of Canada (“PSAC”) has adopted this Policy in recognition that vaccination is a key element in safeguarding the health and safety of PSAC employees, members, and workplaces against COVID-19.

2. Effective Date

Effective April 19, 2022.

3. Definitions

Guest: Anyone participating in an activity at a PSAC office or event who is not a PSAC employee or member. This includes all visitors, contractors and consultants accessing PSAC offices and events.

PSAC Events: Includes and is not limited to conferences, conventions, meetings, and courses organized by the PSAC.

PSAC Offices: Includes PSAC headquarters and all regional offices throughout Canada.

Fully vaccinated: An individual is fully vaccinated if they have received the full series of a vaccine, or a combination of vaccines approved by Health Canada and they received their last dose at least 14 days before the date of their Attestation.

Where provincial governments require additional doses in order to meet local vaccination requirements, the definition of fully vaccinated will be deemed to require such additional doses.

Exemptions: As set out in Section 5

4. Application

Effective April 19, 2022 all individuals listed in this section must be fully vaccinated. Individuals who cannot be vaccinated due to an approved **Exemption**, must follow the procedures set out in Section 5.

This policy applies to the following individuals:

- All PSAC members and guests (as defined above) participating in an activity at a PSAC office or PSAC event.

5. Exemptions

The PSAC recognizes that where an individual is unable to become fully vaccinated for reasons related to a ground protected by human rights legislation, including medical exemptions, the PSAC has a duty to accommodate up to the point of undue hardship.

PSAC managers and event organizers in consultation with PSAC Human Resources are entitled to request additional information or documentation to substantiate a request for accommodation. PSAC may deny access to a guest or member who is unable to satisfy the PSAC that a duty to accommodate exists.

Where a duty to accommodate exists, the appropriate accommodation will be determined on a case-by-case basis by PSAC managers and event organizers in consultation with PSAC Human Resources.

Guests and members who have a valid exemption shall not be subject to the vaccination requirements of this policy. They may be required to observe additional public health measures such as screening, testing, masking, or physical distancing.

Additionally, children who are ineligible for vaccination shall not be subject to the vaccination requirements of this policy when accompanying an employee, member, or guest to an event or PSAC office. They may be required to observe additional public health measures such as screening, testing, masking, or physical distancing.

6. Process

Effective April 19, 2022, all individuals listed in the Application section of this policy will be required to show visual proof of vaccination to the event organizer or a designated PSAC employee when attending a PSAC office or event.

7. Consequences for Non-Compliance

The following individuals will be unable to attend any PSAC offices or PSAC events:

- Any individual who is not fully vaccinated and has not been granted an exemption on grounds protected by human rights legislation.
- Any individual who has not demonstrated visual proof of their full vaccination status.
- Any individual who will not disclose their vaccination status.

8. Privacy

The PSAC shall ensure that any individual information collected must be shared on a need-to-know basis only and collected and stored for a limited period and in keeping with any applicable privacy laws.

Medical information collected via attestation will be stored by HR for up to one year, subject to review.

9. Review and Consultation

HRIMB, in consultation with JEEC, JOHSC and staff unions will review this policy and related procedures as the need arises. It will be reviewed initially, six months from the date of approval. Any changes or adjustments to this policy are subject to approval by the AEC.