

MMAA Fall Webinar Presentation

Date: October 7, 2021

Topic: **COVID Vaccination Policy and the Workplace: What Municipal Governments Need to Know**

Panel Presentation from TDS Lawyers on the topics listed below, followed by panel discussions and questions/input from attendees:

Agenda for Presentation

1. Establishing a Vaccination Policy for the Workplace
 - a. What should be included in a Vaccination Policy?
 - i. Scope and Purpose
 - ii. Action Steps to be Taken by Staff
 - iii. Deadlines for when actions must be taken
 - iv. Provisions of unvaccinated Staff
 - v. Non-Compliance and Consequences
 - vi. Privacy Concerns
 - b. Policy for Union & Non-Union environment
2. Mandatory Vaccine / Testing of Staff
 - a. Workplace Health and Safety
 - b. How to implement Vaccine Policy
 - i. Communication with Staff and Timelines
 - c. COVID testing - Who pays for testing? What is reasonable?
 - d. Accommodation
 - i. When, why and how to accommodate under a Vaccination Policy
3. Enforcing Vaccination Policy
 - a. Expectations, Rules and Consequences for breach of Vaccination Policy
 - b. Consistent Enforcement
4. Human Rights Concerns
 - a. Update on the legal cases (Canada)
 - b. Vaccinated staff not wanting to work with unvaccinated staff
 - c. Privacy Concerns
 - i. When can Employer ask employee if they are vaccinated?
 - ii. Why should the Employer ask?
5. Panel Discussion and Questions from Attendees

*** precedent COVID Vaccination policy to be provided to attendees (sign-in required)