



October 5<sup>th</sup>, 2021.

# CODC STATEMENT ON PROOF OF VACCINATION OR NEGATIVE COVID TEST POLICIES

## BACKGROUND

With the events around the COVID-19 pandemic in Saskatchewan, the CODC has been monitoring and evaluating how it can support our clients, workers, unions and contractors through these difficult and evolving times. In recent weeks, numerous clients in Saskatchewan have implemented Proof of Vaccination policies relating to access to their worksites. These policies apply to both their own workers as well as all contractors on their sites.

As of October 1, the Provincial Government has established rules requiring proof of vaccination or negative tests for all provincial workers and crown corporation employees. They have also implemented Public Health Measures requiring the same type of proof in order for the general public to access various non-essential services. With the support of the Provincial Government, we anticipate that more organizations will be implementing their own policies that will affect both employees and the general public accessing their sites.

## GET THE COVID-19 VACCINATION

The CODC, on behalf of our unions and contractors, encourages all workers and their family members who are eligible to receive a Covid-19 vaccine, to do so as soon as possible. Not only does the vaccine help to protect the recipient, it also protects their family, loved ones, friends and work colleagues. It also helps to protect those who are unable to get vaccinated.

Recent statistics from the Government of Saskatchewan are clear. From the October 1, 2021 statistics, 385 of the 470 new cases (81%) were of unvaccinated individuals. Unfortunately, 84 (17%) of the cases were for youth aged 0 to 11 years of age who are not yet eligible to receive the vaccines.

[Get more information on the Vaccine.](#)



## PROTECTING WORKERS AT THE JOBSITE

Through Occupational Health and Safety legislation and regulations, the CODC's Employers and Unions have the responsibility to protect and ensure the health and safety of their workers. In addition to existing sanitizing routines, masking and physical distancing requirements, the implementation of a proof-of-vaccination or negative test policy is another measure that employers can take to reduce the risk of Covid-19 transmission at the worksite.

As per the public health measure announcement of [September 17, 2021](#), "the Government of Saskatchewan is encouraging other employers, including school divisions, to implement a similar proof of vaccination or negative-test policy for employees in the workplace".

The CODC supports its employers, unions and clients in protecting our workers, their families and the general public.

## EMPLOYER RESOURCES

For employers who are considering developing their own policy, the CODC has developed a template guide to assist with that development. This is offered on an as-is basis and employers are recommended to seek legal advice in developing their policy. The template guide is located on the CODC's website at [www.codc.ca/downloads](http://www.codc.ca/downloads).

Get the [SK Vax Verified app here](#).

Thank you for everyone's continued support and understanding in helping us all get through this global event.

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## Questions and Answers about Employer Proof of Vaccination Policies

1. If I need to provide proof of a negative Covid-19 Test in order to go to work, who will be responsible for the costs of the tests?
  - a. In most instances, it is expected that the cost of the test will be the responsibility of the individual taking the test. This will depend on the individual's circumstances and the proof of vaccination policy in place.
2. Will I be paid for my time to take the Covid-19 test?
  - a. In most instances, it is expected that the tests will be on the worker's own time and you will not be compensated for it. Again, this will depend on the individual's circumstances and the proof of vaccination policy in place.
3. What if I am unable or ineligible to take the Covid-19 vaccine and the employer or client site has a policy requirement in place?
  - a. You should notify your employer confidentially to see what can be arranged.  
According to the [Saskatchewan Human Rights Commission](#):

*Some individuals are not able to receive the COVID-19 vaccine due to a reason protected by the Code, such as disability. Employers and service providers have a duty to reasonably accommodate them, to the point of undue hardship. Reasonable accommodation will differ on a case-by-case basis. Employers and service providers must balance the duty to accommodate with any resulting health and safety risks. COVID testing requirements may meet the duty to accommodate those who cannot be vaccinated.*

*Individuals who require accommodation may be required to provide medical information to support the request for accommodation. Individuals who are unable to be vaccinated for medical reasons should be prepared to provide a supporting medical note.*



4. What if I simply do not wish to take the Covid-19 Vaccine, am I protected by Human Rights legislation?

- a. While each case will need to be addressed on its own individual circumstances, the Saskatchewan Human Rights Commission has published the following statement in the same [information sheet above](#):

*Objection to vaccination based on personal preference is not protected by the Code. An individual who chooses not to be vaccinated based on personal preference does not have the right to accommodation under the Code.*

5. If more and more client sites or employers implement proof-of-vaccination policies as a requirement to access their workplaces and I cannot meet those requirements, what does that mean for my employment?

- a. If other work is not available, this may impact the number of hours you may work for your employer up to and including the potential for a lay-off.

6. For new jobs being posted, will there be new requirements included in worker requests that include a proof of vaccination component?

- a. Yes. The CODC expects that its employers will have proof of vaccination as a pre-condition for eligibility of employment to go to certain workplaces.

7. I have my vaccinations, how do I get my proof of vaccination?

- a. For those who are fully vaccinated going to such locations, the public resources are easily available, including the [QR Code program](#) that the Saskatchewan government has developed.

8. As an employer how can I verify vaccination records?

- a. Get [the Saskatchewan Vaccination verification application here](#).

9. Where can I learn more about Covid-19 and vaccines?

- a. The [Government of Saskatchewan](#) has information available on their website which is usually updated daily.
- b. The [Government of Canada](#) also has information on their website as well.