

memo



To: Agency-Wide/NACL Board of Directors
From: Randy Humchitt, Deputy Executive Director
Date: October 21, 2021
Re: **TEMPORARY COVID-19 VACCINATION REQUIREMENT**

In a joint decision made between the union and management, NACL will be implementing a temporary double COVID-19 vaccination requirement in certain circumstances, as outlined in this memo.

Considering the safety of staff, families, and persons served, our ability to manage potential COVID-19 exposures between residences/programs, and the anticipated eventuality of vaccine mandates for our sector, we will now require that proof of double vaccination against COVID-19 be provided prior to the following scenarios:

- Interview bookings for external applicants into the Association as a condition of employment;
- Acceptance of existing employee applications to internal job postings; and
- Transfers of existing employees to other positions within the organization.

All new employees who have been offered conditional hire packages and/or begun program orientations will have 90 days to provide proof of double vaccination against COVID-19 from the date of their hire to pass probation.

This temporary measure is in effect immediately, to be reviewed at Labour/Management in six months (April 2022).

Those with questions/considerations can contact me at 250-802-3832, and/or their CUPE Local 606 representatives at 250-729-0842.