

memo



To: Agency-Wide/NACL Board of Directors
From: Graham Morry, NACL Executive Director
Date: November 24, 2021
Re: CORONAVIRUS (COVID-19) UPDATE

Mandatory Vaccines

Per my memo released Friday, November 19, 2021, we received the Provincial Health Office (PHO) Order dated November 18th, **mandating COVID-19 vaccines for our sector:**

<https://www2.gov.bc.ca/assets/gov/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/covid-19/covid-19-hospital-and-community-vaccination-status-information-preventive-measures.pdf>

Regarding key dates and implications:

- **By December 2, 2021:** Current staff members must report their vaccination status to their employer.
- **By December 9, 2021:** Previously unvaccinated staff members must have received and prove that they have had their first dose or have an exemption.
- **By January 13, 2022:** Unvaccinated staff members must have received and prove that they have had their second dose before this date.

As noted in my memo last Friday, Randy Humchitt (Deputy Executive Director) will be following up with any employees who haven't yet declared their status and/or are not fully vaccinated.

Depending on whether or not an employee has either not declared their status or has not yet provided proof of either a first or second dose of a COVID-19 vaccine, the dates above will correspond to when employees will be put on a temporary leave of absence without pay for up to six (6) months.

Your shifts will be called out until you have provided proof of vaccination or a valid exemption per the above dates. It is unfortunate that it has come to this – but it is also essential that we all do our part to overcome this pandemic.

If you're struggling with the decision to get vaccinated, we are here anytime to provide support to you. Please call me directly at (250) 713-4117 if you want to discuss it further. We've shared this information from the BC Center for Disease Control before, but it may be helpful as a reference – as it covers vaccine approvals and development, vaccine safety and considerations, and trustworthy information sources:

<http://www.bccdc.ca/health-info/diseases-conditions/covid-19/covid-19-vaccine>

Repeating a quote back in May 2021 from the BC Government's website, as well:

“The COVID-19 vaccine is saving lives. Vaccines do more than protect the people getting vaccinated; they also protect everyone around them. The more people in a community who are immunized and protected from COVID-19, the harder it is for COVID-19 to spread.”

I want to thank everyone who has stepped up to make a safer service for the vulnerable people we support – as well as a safer workplace for all the rest of us – by getting vaccinated.

Providing Proof of Vaccination

Please continue to submit proof of vaccination either directly to Randy Humchitt via e-mail at randy.humchitt@nanaimoacl.com or by texting to (250) 802-3832, to Cindy Bryant via cindy.bryant@nanaimoacl.com or in person at Head Office, or through your Program Supervisor. QR codes are welcomed, along with hard copies or screenshots of vaccination cards.

In Conclusion...

Thanks to everyone for your cooperation around this as we move forward – we’ll continue to send relevant information around the vaccine mandate for our sector as we receive it. In the meantime, please continue to stay safe – and as always, I’m here anytime if you have any questions or concerns.

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