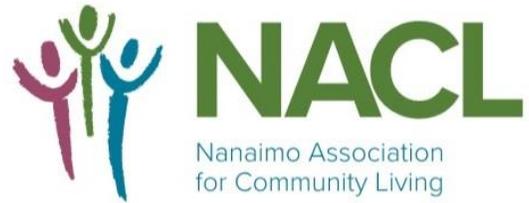


memo



To: Agency-Wide/NACL Board of Directors
From: Graham Morry, NACL Executive Director
Date: October 6, 2021
Re: CORONAVIRUS (COVID-19) UPDATE

Current Situation

As of yesterday (October 5, 2021), there were 593 cases of COVID-19 reported in BC, of which 107 of which were on Vancouver Island. According to Island Health’s website, there are 723 active cases – 327 are in the South Island region, 242 are in the Central Island region, and 52 are in the North Island region. We have had one more employee test positive over the past week and this employee was double vaccinated.

Vaccine Rates and Potential Service Delivery Impacts

We are pleased to see that the number of vaccinated staff has been slowly improving; however, we are not anywhere near the 100% (less medically exempt) that we need to be. Active employee COVID-19 vaccination rates as of yesterday are as follows:

Category	Percentage
Provided proof of Dose 1	84
Provided proof of Dose 2	73

As we see COVID-19 infection rates rise and we prepare for if/when vaccines become mandatory, it is becoming readily apparent that if people continue to choose not to get vaccinated, then NACL will no longer be able to provide the services we currently do. This puts us in the unenviable position of trying to decide how we reorganize our services to face the reality of up to 20% less staff.

It is not our intent to scare people, but rather to be transparent in our thought processes in case a mandatory order comes down. No decisions have been made, and we will work closely with the union executive over the coming weeks to minimize the impact on persons served, their families, and our employees if required.

We still have time, folks – and I know I sound like a broken record – but for anyone still hesitant about COVID-19 vaccination, please reconsider your position; thus avoiding such potentially dramatic measures.

Please read the article below as it is relevant to the discussion.

How one sincere conversation changed the mind of this self-proclaimed anti-vaxxer

It took some time and convincing, but Jason Lerato is now vaccinated, a testament to the patience and persuasive efforts by two of his family members who work in health care.

Read in CBC News: <https://apple.news/AkYNcPgH6TDOnergsbwgNjw>

In addition, Please be mindful of our respectful workplace policy when discussing this issue with colleagues.

Providing Proof of Vaccination

Thanks for continuing to submit proof of vaccination to our HR Department c/o Michelle Gan (via michelle.gan@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...

I will continue to send memos as significant developments occur. In the meantime, I welcome open discussion with you anytime on any questions or concerns. Please continue to take care and stay safe.

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