

memo



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

Vaccine Mandate for the Community Living Sector

We have just received the official Order from the Provincial Health Office (PHO) mandating full vaccination for employees and contractors within the Community Living sector, dated yesterday (November 18, 2021).

The BC Government link to the full Order is at:

<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>

Key clauses of note within the Order are as follows (per Division IV, starting on Page 18):

2. A staff member hired before the date of this Order must report their vaccination status to the staff member's employer by December 3, 2021, in order to work after December 3, 2021.
3. Subject to section 4, a staff member hired before the date of this Order must be vaccinated or have an exemption, and have provided proof of vaccination or an exemption to the staff member's employer before December 10, 2021, in order to work after December 9, 2021.
4. Despite section 3, and subject to section 5, an unvaccinated staff member hired before the date of this Order may work after December 9, 2021, if the staff member received one dose of vaccine before December 10, 2021, and complies with the preventive measures in Part V.
5. Despite section 4, a staff member to whom section 4 applies, must not work after January 13, 2021, unless the staff member (a) received a second dose of vaccine before January 14, 2021, (b) provides proof of vaccination to the staff member's employer before January 14, 2021, and (c) complies with the preventive measures in Division V until 7 days after receiving the second dose of vaccine.
6. Subject to section 7, an unvaccinated staff member hired between the date of this Order and December 10, 2021, must have received one dose of vaccine and comply with the preventive measures in Division V, in order to work.
7. Despite section 6, a staff member to whom section 6 applies must not continue to work more than 35 days after receiving the first dose of vaccine, unless the staff member (a) receives a second dose of vaccine between 28 to 35 days after receiving the first dose of vaccine, (b) provides proof of vaccination to the staff member's employer, and (c) complies with the preventive measures in Division V until 7 days after receiving the second dose of vaccine.
8. A staff member hired after December 10, 2021, must be vaccinated and provide the staff member's employer with proof of vaccination in order to work.

9. Subject to section 10, a staff member must not work unless the staff member is in compliance with the applicable provisions of this Division.
10. Despite section 9, a staff member with an exemption who has provided the exemption to the staff member's employer may work, if the staff member complies with the conditions of the exemption.
11. A staff member who is not in compliance with this Division must not work. 12. An employer must not permit a staff member who is not in compliance with this Division to work.

We expect these revisions to the Order that now include the Community Living sector will be reviewed at the next press conference held by Provincial Health Officer Dr. Bonnie Henry and Minister of Health Adrian Dix.

In the meantime, the Order makes it clear that by:

- **December 3, 2021:** Current staff members must report their vaccination status to their employer.
- **December 10, 2021:** Previously unvaccinated staff members must have received and prove that they have had their first dose or have an exemption.
- **January 14, 2022:** Unvaccinated staff members must have received and prove that they have had their second dose before this date.

Further details on how this will roll out within NACL itself will be shared next week.

Providing Proof of Vaccination

Randy Humchitt (Deputy Executive Director) will be connecting with NACL employees who are either unvaccinated or not yet fully vaccinated.

If you haven't already done so, please submit proof of vaccination to our HR Department c/o Cindy Bryant (via cindy.bryant@nanaimoacl.com or in person at Head Office) or through your Program Supervisor. As mentioned before, QR codes are welcomed as well as either hard copies or screenshots of vaccination cards.

In Conclusion...

I'll send more information as we receive it. In the meantime, please don't hesitate to contact me with any questions or concerns. As always, take care and stay safe.

E-mail: graham.morry@nanaimoacl.com
Office line: (250) 741-0224, ext. 260
Cell: (250) 713-4117