

# Construction and General Workers' Union, Local 92 (“Local 92”)

## COVID-19 Vaccine Policy V1.0

Approved By: Local 92 Executive Board  
Approval Date: October 22, 2021

### Application

- This policy applies to all Local 92 employees, members, contractors and visitors accessing Local 92 buildings and/or offices.

### Definitions

For the purposes of the Policy and Procedure, the following terms have the following meanings:

- **Contractor:** any person contracted to provide a service at a Local 92 building, facility and/or office.
- **COVID-19:** The disease caused by the SARS-CoV-2 coronavirus (including any variant).
- **COVID-19 Vaccine:** A COVID-19 vaccination authorized by Health Canada (e.g. Pfizer-BioNTech/Comirnaty; Moderna/Spikevax; Janssen (Johnson & Johnson); AstraZeneca/COVISHIELD/Vaxzevria).
- **Employee(s):** All individuals who are employed by Local 92 on any basis, including full-time, part-time, permanent, temporary, and casual.
- **Fully Vaccinated:** Having obtained all required doses of a COVID-19 Vaccine, including having observed a two (2) week period (or longer where required) following the final dose.
- **Member:** any person (member, non-member or prospective member) who is a member of Local 92.
- **Visitor:** any person other than an employee, contractor or member who attends a Local 92 building and/or office.

## **COVID-19 Vaccination Requirements**

### **COVID-19 Vaccination**

- In accordance with the timelines below, employees, contractors, members and visitors must be fully vaccinated against COVID-19 and provide proof of vaccination in order to access Local 92 buildings, facilities and/or offices.
- Persons who cannot be fully vaccinated on the basis of a protected legal ground (e.g. medical, religious) may request an exemption.
- For a two dose vaccine series, employees, contractors, members and visitors must receive one dose of COVID-19 Vaccine by November 15, 2021 and the second dose of COVID-19 Vaccine by December 31, 2021, in order to attend Local 92 buildings, facilities and/or offices.
- Employees hired after the approval date of this Policy will be required to be fully vaccinated or to have an approved exemption before beginning work with Local 92 at a Local 92 building, facility and/or office.

### **Providing Proof of COVID-19 Vaccination**

- In order to access Local 92 buildings, facilities and/or offices, employees, contractors and members will need to provide a copy of their COVID-19 immunization record (that shows their name) along with their SIN electronically or by mail, facsimile or email. The date of vaccination, type and dose number will be recorded and kept on file in accordance with privacy legislation.
- Visitors shall submit proof of vaccination either in person at a Local 92 building, facility and/or office, or electronically.

### **Accommodation Exemptions**

- An employee, contractor, member or visitor may request an exemption from the requirement to be fully vaccinated by submitting a request for vaccination exemption on the basis of a protected legal ground, which may include:
  - a sincerely held religious belief which prohibits the individual from receiving a COVID-19 Vaccine (accompanied by a sworn or affirmed declaration of that belief from a senior religious leader which confirms that you are a member of that religious/faith community and that the religion or faith has a principle or belief that prohibits vaccination); or
  - a medical condition which prevents the individual from safely receiving a COVID-19 Vaccine (accompanied by medical documentation from a physician licensed to practice in Alberta confirming that the individual cannot safely receive a COVID-19 Vaccine and the anticipated duration of the required exemption).

- Persons submitting a request will be required to provide support for the basis of the request, including providing any information reasonably requested by Local 92.
- Persons with an approved exemption will be required to submit a negative COVID-19 test in order to access Local 92 buildings, facilities and/or offices.

### **COVID-19 Vaccination Discussion**

- Local 92 strongly encourages any individual who is not fully vaccinated to meet with a physician to have a full and frank, two-way dialogue about the benefits and risks of a COVID-19 Vaccine.

### **Unvaccinated Personnel**

- Persons who do not provide proof that they are fully vaccinated will be required to submit to COVID-19 rapid antigen testing, at the individual's own cost, in order to attend Local 92 buildings, facilities and/or offices. Employees and contractors regularly working at Local 92 buildings, facilities and/or offices will need to undergo testing up to twice per week. Members and visitors (and contractors who do not work or attend Local 92 locations multiple days per week) will need to take their tests within 72 hours of visiting a Local 92 building, facility and/or office.
- Employees who do not comply with the vaccination or testing requirements will be deemed unfit for work and will be placed on leave without pay.
- Members, contractors and visitors who do not comply with the vaccine or testing requirements will not be allowed access to any Local 92 buildings, facilities and/or offices.
- Local 92 reserves the right to modify the application of this Policy based on operational needs, including any requirement or processes relating to testing.

### **Ongoing Safety Requirements**

- Personnel who are fully vaccinated or who have an approved exemption are still required to adhere to all other Local 92 COVID-19 hazard controls.

### **Non-compliance with the Policy and Procedure**

- Employees who fail to comply with this Policy and Procedure, including providing false or misleading information, may be faced with discipline up to and including termination.

### **Getting Vaccinated**

- Employees can take up to three hours off as paid time during the work day to get a COVID-19 Vaccine dose. Employees must provide advance notice to their supervisor of their appointment time.

- To book a COVID-19 Vaccine dose, contact Alberta Health Services online or call 811.

## **Safeguarding Personal Information**

- The information being collected under this Policy and Procedure is collected in compliance with the Alberta Personal Information Protection Act (PIPA) and is managed and protected in accordance with PIPA. If you have any questions about the collection and use of your information under PIPA, please contact our Office Manager, Cavell Martin, in writing by mail 15104 121A Ave, Edmonton, AB T5V 1A3 or by email [mail@local92.com](mailto:mail@local92.com).

## **Supports Available**

- The COVID-19 pandemic is an unprecedented challenge that we are all facing together. There have been many changes in both our personal and work lives that have been stressful and required us to adapt and manage as best we can.
- Please remember that all members of Local 92 have access to supports if they are feeling stress, anxiety, or overwhelmed by COVID-19 or anything else that is going on in their life. Keep in mind that reaching out for support and assistance is not a sign of weakness, but a sign of strength and your commitment to your health and well being.
- For more information, please access the Member Assistance Program (MAP) provided through the Laborers' Health & Welfare Trust:
  - Counselling will be provided by a registered psychologist or counsellor in the Homewood Human Solutions network. All Homewood Health Inc. counsellors have extensive experience helping individuals with their problems. If longer-term counselling, hospital treatment, or specialized services (such as medical, legal or financial help) are required, your counsellor will arrange an appropriate referral and follow-up with you.
  - To speak with someone confidentially, 24 hours a day, or to book an appointment, call the Homewood Health Inc. number nearest you.

English 1-800-663-1142

French 1-866-398-9505

TTY (Hearing Impaired) 1-888-384-1152

International (Collect) 1-604-689-1717

## **Review**

- This procedure may be reviewed and revised before its scheduled review date as circumstances warrant.

## **References**

The following are legislative and administrative references in Alberta relevant to this Policy and Procedure:

- Personal Information Protection Act
- Occupational Health and Safety Act
- Alberta Human Rights Commission