



Federal Government Dockyard Trades & Labour Council (West)



BULLETIN

October 6, 2021

To All Members

Mandatory Vaccination Policy for Federal Public Service Employees

Earlier today, the federal public service employer published their vaccine policy.

The policy requires that all employees in the Core Public Administration (which all Ship Repair West members are in) including reservists and members of the RCMP must be fully vaccinated against Covid-19 by October 29 or they will be placed on administrative leave without pay on November 15 until they meet the employer's vaccination requirement. Those with valid human rights exemptions (for example medical and religious) may be accommodated through means such as telework, rapid testing and increased health and safety requirements if available.

The employer will require an attestation (online written statement from the employee) of vaccination from every employee and they may request proof of vaccination. The employer can request proof of vaccination at any time following the attestation and has indicated there will be severe consequences for any misrepresentations.

The National Joint Council Bargaining Agents' legal advisors have analyzed the employer's position and confirmed that this policy falls within their legal rights when it comes to ensuring the safety of the workplace.

If you are unvaccinated and believe you have a reason to seek an exemption, you are encouraged to request an exemption from the employer.

If you are placed on leave without pay as a result of this policy, or if your request for an exemption is denied, you are encouraged to contact the Council office (councilwest@shaw.ca) and we'll analyze on a case-by-case basis whether the policy has been followed and whether your collective agreement rights have been respected.

More information will follow and be shared as it becomes available along with a more comprehensive FAQ as we get more details.

We have attached the Treasury Board Backgrounder news release to the back of this bulletin.

Council Executive Position- Treasurer

I am very please to announce that the vacant Treasurer's position has now been filled. As of this date I have appointed Brother Jonathan Gable- Council Delegate IBEW Local #230- to fulfill the remainder of the term of office. We thank Jonathan for taking this on and look forward to him working with the Executive. The full executive now is:

President – Des Rogers (Shipwrights Local # 9)
1st Vice President – Kevin Walsh (Sheet Metal Local # 276)
2nd Vice President – Dwayne Boyd (IAM Local # 456)
Treasurer – Jonathan Gable (IBEW Local # 230)
Recording Secretary – Keith Wilson (Machinists Local # 3)

Council Office Access

The Council Office is a very small, confined area with extremely limited ability to practise physical distancing within. As such, in-person access to the office is very limited. To book an appointment or to speak to a Council Officer, please call us in the office at 250-383-7622, or reach us via email at councilwest@shaw.ca. All visitors to the office must continue to wear face coverings at all times.

*****Please do not arrange an in-person meeting if you are experiencing any signs of illness. Stay home and follow the appropriate protocols. *****

In Solidarity,

Des Rogers
President
FGDTLC (W)



Backgrounder

COVID-19 vaccine requirement for the federal workforce

Federal Public Servants must be vaccinated

Under a [new policy](#), federal public servants in the Core Public Administration (CPA), including members and reservists of the Royal Canadian Mounted Police (RCMP), must be vaccinated against COVID-19. The requirement for employees to be vaccinated applies whether they are teleworking, working remotely, or on-site. Contracted personnel who require access to federal government worksites will also need to be vaccinated.

As early as November 15, public servants who refuse to disclose their status or who are not fully vaccinated will be placed on administrative leave without pay. Employees who are unable to be vaccinated based on a prohibited ground as defined under the [Canadian Human Rights Act](#), such as a medical contraindication, may request accommodation.

The Core Public Administration comprises departments and organizations named in Schedules I and IV of the [Financial Administration Act](#). The vaccine requirement includes workers and those providing services within the CPA including the RCMP, comprising more than 267 000 employees.

Starting October 6, 2021, employees will be onboarded in phases to provide their vaccine attestation through a secure online system, and they must do so by October 29, 2021.

Employees have an obligation to provide true attestations. Making a false statement would constitute a breach of the [Values and Ethics Code for the Public Sector](#) and may result in disciplinary action up to and including termination. Attestations will be audited and managers can ask for proof of vaccination at any time.

The collection of all personal information from public servants will be done in accordance with the [Privacy Act](#), the [Policy on Privacy Protection](#) and its related instruments. Data on vaccination rates within the federal public service is expected to be available in the coming weeks.

These plans have been informed by engagement with key stakeholders, including public sector bargaining agents, other employers and the Office of the Privacy Commissioner.

Vaccination policies for Crown corporations and Separate agencies

Crown corporations and separate agencies are being asked to implement vaccine policies mirroring the requirements announced on October 6 for the rest of the public service. The Acting Chief of the Defence Staff will also issue a directive requiring vaccination for the Canadian Armed Forces.

Key dates

October 29: attestation deadline for public servants, including members and reservists of the RCMP

As early as November 15: public servants who refuse to disclose their status or who are not fully vaccinated will be placed on administrative leave without pay