

September 6, 2021

Memo from Jenn Faulkner, President Local 5100

Happy Labour Day to Everyone:

I want to address the issue of the Mandatory Immunization Disclosure Policy, for several public service sectors, announced by the Chief Medical Officer of Health. The policy was announced on August 17, 2021, however we have discussed, questioned, requested and finally received the details of the policy on Friday September 3, 2021 at approximately 6:30pm (Unions and School Boards). I have been asked why Grand Erie sent it out to employees so late? The only answer is because that is when it was received. There was a question to Union Leaders of "Do we wait until Tuesday morning when everyone is back to work" to send it out and it was unanimously "no don't wait, send it now".

As stated in the title of the policy, declaration is mandatory. Vaccination is not mandatory.

The details of the policy are the same as an Offence Declaration we all must complete in June of each year.

Every employee will be instructed to declare their vaccine status. The Vaccine Attestation will be available on the Staff Portal for Tuesday September 7, 2021. You complete the question and submit to Human Resources (not your Supervisor/Principal or any co-worker).

You will be required to select from the following options and be directed to the appropriate instructions:

1. I am fully vaccinated (2 shots). You will submit the receipt you received at your 2nd shot or can obtain one from the Provincial Portal. If you have received 1 shot, you will be required to do the rapid testing and provide verification of negative results, twice per week until you have your 2nd shot, then submit your final receipt.
2. I am not vaccinated based on medical reason. You will be required to submit a Dr's note requesting accommodation. You will also be required to do rapid testing and provide verification of negative results at least twice per week
3. I am not vaccinated and do not intend to get the vaccination. You will be required to do rapid testing and provide verification of negative test results twice per week. You will also be required to complete an educational program (this is provided to employers by the Ministry).

The reporting and follow up are mandatory, the procedures of implementing the policy by Grand Erie are subject to the Union involvement and are what can be challenged if we see our members rights being violated. Not the Policy itself.

The Rapid Antigen Tests will be temporarily available for most of the month of September (for now) at many Pharmacies across the Province (I have a 24 page listing of the Pharmacies my plan is to shrink it down to pharmacies in our regions). The tests will be administered at no cost to employees. The plan from the Ministry is to have the tests available in schools for individuals to take home and administer personally. The rapid testing is for individuals who are asymptomatic only. If you are experiencing symptoms of COVID-19 you should be tested at a hospital or medical assessment centre.

There are many information links that are becoming available, we will endeavor to post as many as possible on the website for you to read at your convenience.

We will stay in touch as much as necessary, posting all information we receive on the website. You should create a personal schedule to check the website often to keep yourself updated and alert.

It isn't going to be a fully normal year, but with progress and vaccinations we can get to a point of controlled COVID, much like SARS and H1N1 which have not completely gone away but are controlled enough to allow us all to lead a better life.

Members of CUPE are doing all we can to work toward a better future, your work is invaluable to the school systems. It is because of your diligence the schools are open, every part of my being is hoping we stay open and enjoy a more normal school year.

If you are experiencing any negative interactions from Supervisors or Co-Workers, please contact your Unit Chair, Vice-President or myself immediately. We need and will stand strongly together for all our members.

In Solidarity
Jenn Faulkner