

Biggs, Jackie CITZ:EX

From: Winter, Adam CITZ:EX
Sent: October 6, 2021 9:04 AM
To: Winter, Adam CITZ:EX
Subject: RE: Executive Message from Lori Wanamaker: COVID-19 Update

Hi,

For those that are for freedom of individual conscience and against institutional medical discrimination, there is a group that has formed.

The below announcement on medical disclosure is a fundamental and egregious contravention of the Canadian Charter of Rights and Freedoms and privacy laws. Your own body is your own business, nobody else's.

Download the telegram app and follow the below link:

<https://t.me/BCPublicServantsforFreedoom>

Regards,

Adam

From: Executive Update PSA:EX <s.17 >
Sent: October 5, 2021 11:04 AM
Subject: Executive Message from Lori Wanamaker: COVID-19 Update



Where ideas work

COVID-19 Update

Good morning,

As you know, throughout the COVID-19 pandemic the BC Public Service aligned its response to the advice and direction of the Provincial Health Officer. We also know that vaccination is the safest, most effective measure to reduce the transmission of the virus in our communities.

Late last week, I met with Dr. Bonnie Henry on the next steps for the BC Public Service to support our provincial fight against COVID-19. Following that conversation, I have decided the BC Public Service will require all employees to provide proof they are fully vaccinated beginning November 22, 2021.

To align with this direction, we will further defer the implementation of telework agreements approved under the flexible work policy to November 22 from the current date of October 12. If you are fully vaccinated and wish to return to the workplace before November 22 and activate your telework agreement, you are encouraged and supported to do so in consultation with your supervisor. But you will not be required to until November 22, and at that time you will be expected to confirm you are fully vaccinated using the B.C. Vaccine Card.

I know there may be a small number of you who are unable to be vaccinated for legitimate reasons. You and your supervisor can work with the BC Public Service Agency to assess potential accommodations in those cases.

An initial set of questions and answers is available on [MyHR](#) today for your reference. Please note you do not need to provide proof of vaccination right now.

I ask that you be patient as we develop additional resources over the days ahead, which we will share along with more details on the policy by November 1.

I know the vast majority of you are already fully vaccinated, just like more than 80 per cent of eligible British Columbians across the province. I have heard from a number of you asking that we introduce a vaccination requirement in our workplaces to enhance the level of safety we already provide. All you will need to do

November 22 is show your B.C. Vaccine Card to a designated excluded manager just like you are used to doing to visit your favourite restaurant or access other services and events.

For those who are not yet vaccinated, now is the time and I strongly encourage you to do so. The COVID-19 vaccines are a safe, easy step to protect yourselves, your colleagues, your families and your communities. For information on how to get your COVID-19 vaccination in B.C., visit the [provincial vaccine registration website](#). For information on how to get your B.C. Vaccine Card, visit [Proof of vaccination and the BC Vaccine Card](#).

Our workplaces have been safe throughout the pandemic. As more of you return to those workplaces, ensuring we are vaccinated provides one more layer of safety for all of us. It also shows the commitment of all of us in the BC Public Service to support the provincial effort and work together to get through the pandemic.

Sincerely,

Lori Wanamaker
Deputy Minister to the Premier,
Cabinet Secretary and Head of the BC Public Service



Where ideas work

We acknowledge with respect that the BC Public Service operates throughout B.C. on the traditional lands of Indigenous peoples. The BC Public Service is deeply committed to true and lasting reconciliation with Indigenous peoples in B.C.

Please note: replies to this email will go to Employee News, and will be forwarded to the relevant executive members as appropriate.

Furtado, Angelina CITZ:EX

From: Spaven, Teri CITZ:EX
Sent: November 1, 2021 8:19 AM
To: CITZ PSD DMT
Subject: FW: Updated Hiring Offer Letter Language: Re: Vaccinations

Good Morning, Sharing for awareness and appropriate action. Please ensure that any hiring managers in your area are aware of this.

Thanks !

Teri

From: Owen, Tim CITZ:EX <Tim.Owen@gov.bc.ca>
Sent: October 28, 2021 7:32 PM
To: CITZ Executive Members <s.17 >
Cc: CITZ Managers of Divisional Operations <s.17 >; Stark, Lisa CITZ:EX <Lisa.Stark@gov.bc.ca>; Heffernan, Meghan CITZ:EX <Meghan.Heffernan@gov.bc.ca>; CITZ Strategic Human Resources CITZ:EX <s.17 >
Subject: Updated Hiring Offer Letter Language: Re: Vaccinations

Executive

Effective October 21, 2021, the BC Public Service Agency has added the language (*in italics*) below to BC Public Service job offer letter templates. This language is aligned with Government's direction regarding the vaccination policy, and supports our front line hiring managers with hiring decisions. The [offer letter templates](#) available on [MyHR](#) have been updated and offer letters prepared from the Recruitment Management System will include this language. **if you or members of your team are preparing letters, please use these updated [offer letter templates](#) to ensure the following language is captured:**

On October 5, 2021 the Provincial Government announced its intention to introduce requirements for the BC Public Service employees regarding vaccination against COVID-19. Among other possible measures, proof of vaccination will be required by November 22, 2021. It is a term of acceptance of this offer that you agree to comply with all vaccination requirements that apply to the public service. I am available to discuss any questions you may have, and further information can be found at: https://www2.gov.bc.ca/assets/gov/careers/about-the-bc-public-service/proof_of_vaccination_policy_faqs.pdf.

Please share this email with your division's Hiring Managers. If you have any questions, please reach out to [MyHR](#).

Thank you

Tim
Tim Owen, CPA, CMA

Furtado, Angelina CITZ:EX

From: Spaven, Teri CITZ:EX
Sent: November 5, 2021 1:14 PM
To: CITZ PSD All Staff
Subject: NOTICE - Proof of Vaccination, PSD Validators

As you saw, the BC Public Service has now released its new policy requiring employees to provide proof of vaccination against COVID-19 by November 22, 2021.

Starting November 8, as per the implementation of the policy, staff are required to provide proof of vaccination to an excluded staff member, who will record the employees' vaccination status. The authority for collecting this information is described below*.

Within Procurement & Supply Division we are taking a waterfall approach where the majority of verifications will be done by the Director of the area that you work in – please see below for a list of those individuals (validators). If you do not report through to one of the directors then you will be validated by the appropriate Executive Director. Please note that your validator is the only person that you should present your proof of vaccination to.

Your validator will contact you to advise the approach that they will be taking to review and verify your proof of full vaccination using your digital or paper version of the B.C. Vaccine Card. Please note that the verification must take place in person or over a live video conference prior to November 22, 2021. If you do not hear from your validator by November 12, please reach out to them to ensure that we do not miss anyone.

If you are seeking accommodation based on a medical exemption or another protected ground as defined under the Human Rights Code you need to inform your validator of this. More information on the accommodation process, as well as the full policy and a question and answer document can be found [on MyHR](#).

All employees are reminded that, regardless of our views on vaccination or this policy, we have an obligation to treat one another with kindness, respect and professionalism and must adhere to our responsibilities under the [Standards of Conduct](#) at all times.

*This information is being collected in accordance with section 26(c) of FOIPPA and will be used to determine employee vaccination status as per the BC Public Service vaccination policy. Questions about the collection or use of this information can be directed to an HR Service Representative at the BC Public Service Agency by submitting a request at AskMyHr, phoning 1-877-277-0772, or writing to: Manager, Contact Center Operations, BC Public Service Agency, 810 Blanshard Street, Victoria BC V8W 2H2.

PROCUREMENT & SUPPLY DIVISION - VALIDATORS

Executive Director	Director	Executive Director	Director
Dawson Brenner	Don Swagar Pat Kelly Gary Heuer Ellen Hinton KD Manak	Geoff Haines	Denise Evdokimoff Dan Cope
Robert O'Neill	Tracy Harris Jason George Zachary Woodward	Leila Ball	Anne McKinnon Bobby Kapoor Nadeem Javeri
Tracee Schmidt	Teresa Hartman	Joel Fairbairn	Tlell Raffard
		N/A (direct to ADM)	Cassandra Fletcher

Furtado, Angelina CITZ:EX

From: Spaven, Teri CITZ:EX
Sent: November 18, 2021 9:45 AM
To: CITZ PSD All Staff
Subject: Mandatory Vaccination Policy - Information about Next Steps

Good morning,

It is important that I take the opportunity to outline the steps that will occur after November 22, 2021 for employees that are not fully vaccinated, so we all have a common understanding and there is an opportunity to ask questions or seek clarification.

Employees that are partially vaccinated or have requested an accommodation should continue to work. The appropriate excluded staff member (Director in most cases) will be in touch as quickly as possible with those employees to discuss if their current work arrangement is acceptable or what alternative work arrangements might be available. Where there are no alternative work arrangements available, employees may be placed on leave without pay.

Employees who have decided not to get fully vaccinated or who decline to disclose their vaccination status by November 22 will be placed on a leave without pay. Depending on specific circumstances, this leave without pay will occur as soon as November 23 or shortly thereafter and will be communicated to the employee by email and registered mail.

For any employees that are not fully vaccinated by November 22, or have not taken steps to get their first dose, if they are already working from home, they should not come into the workplace on November 23. Employees in this category should continue to work from home until they hear from the appropriate excluded staff member.

Unvaccinated employees that are on leave without pay will have their IDIR and building access suspended. If there are personal documents, personal contact information or personal items that are needed, I recommend those be retrieved prior to November 23. We will be reaching out to make arrangements for these employees to return computer equipment, cell phones and other assets. Basic extended benefits, including access to Employee and Family Assistance Services (LifeWorks) will continue for the leave without pay period. If at any time their vaccine status changes, employees should call their supervisor to discuss returning to the workplace.

For colleagues who remain in the workplace, we recognize that there may be questions about impacts and workloads, and we will work through these as quickly as we can. I remind everyone of the *Standards of Conduct for BC Public Service Employees*, and that we need to continue to treat each other – including colleagues who may no longer be in the workplace – with dignity and respect.

I recognize this is a difficult and challenging time for some, and encourage anyone to reach out to LifeWorks for support. Although I am unable to speak about specific circumstances, if anyone has questions or needs clarification, or would like to simply reach out, please let me know. Vaccines are a part of keeping ourselves, our colleagues and our worksites safe, and for those who are not yet fully vaccinated, I encourage you to get fully vaccinated if you can.

Thank you,
Teri



Procurement and Supply

Teri Spaven (she/her)
Assistant Deputy Minister
Ministry of Citizens' Services
778.698.2446

Furtado, Angelina CITZ:EX

From: Furtado, Angelina CITZ:EX on behalf of Spaven, Teri CITZ:EX
Sent: November 19, 2021 8:52 AM
To: Brenner, Dawson CITZ:EX; Swagar, Don CITZ:EX; Fletcher, Cassandra CITZ:EX; Heuer, Gary CITZ:EX; Hinton, Ellen CITZ:EX; Manak, Karandeep CITZ:EX; Kelly, Pat CITZ:EX; O'Neill, Robert CITZ:EX; Harris, Tracy CITZ:EX; George, Jason CITZ:EX; Woodward, Zachary CITZ:EX; Hartman, Teresa CITZ:EX; Schmidt, Tracee CITZ:EX; Evdokimoff, Denise CITZ:EX; Cope, Dan CITZ:EX; McKinnon, Anne CITZ:EX; Haines, Geoff B CITZ:EX; Kapoor, Bobby CITZ:EX; Javeri, Nadeem CITZ:EX; Ball, Leila M CITZ:EX; Fairbairn, Joel CITZ:EX
Cc: Spaven, Teri CITZ:EX; Wu, Gail CITZ:EX; Furtado, Angelina CITZ:EX
Subject: Vaccination Policy - update from November 17 discussion

Good morning,

Forwarding on Teri's behalf, please see below for follow up from Wednesday's meeting.

Thank you,

Angie Furtado

Manager, Divisional Operations
Procurement and Supply Division
Mobile 250.216.7511

I am grateful to have the opportunity to live and work in the traditional territories of the lək'wəḡən People, known today as the Esquimalt and Songhees Nations. In sharing this space, I commit to be an ally in the important work of lasting reconciliation with Indigenous Peoples here and everywhere.

From: Spaven, Teri CITZ:EX <Teri.Spaven@gov.bc.ca>
Sent: November 19, 2021 8:31 AM
To: Furtado, Angelina CITZ:EX <Angelina.Furtado@gov.bc.ca>
Subject: Vaccination Policy - update from November 17 discussion

Good Morning,

A couple of follow ups from our discussion on Wednesday:

In regards to hand delivering the letters – this is a NO. The reason being is that we do not want the employee to confront you about the layoff right then and there. If they want to arrange for a discussion after then that is appropriate and you would want to follow proper steps ie do they want a union rep present.

As for employees who don't have IDIR – yes you can ask them for a personal email to send the letter to; however, they do not need to provide it to you. If we can't issue an email notice, then sending just by registered mail with suffice. Please ensure that you document this.

Accommodation for those who are single vax'd – preference, where possible, is to keep those folks working at home. If that is not a possible scenario and you want to accommodate them in the office, there are some things that will need to go in their letter and those can be found in the letter templates and include a number of safety protocols.

I also have an executive meeting today so will follow up with all of you if any additional information comes out of that. I know one thing we will be discussing is the daily health check.

As always, keep the questions coming if you have them.

Thanks Folks !

Teri

Biggs, Jackie CITZ:EX

From: Hume, David CITZ:EX
Sent: September 9, 2021 6:11 PM
To: Brouwer, Shauna CITZ:EX
Subject: FW: Vaccine message
Attachments: LA Vax Message - GCPE - Draft.docx

Hi—Further to ExComm today, FYI a memo going from Don Z to employees about the vaccination requirement at the legislature.

Best,

David

From: Zadravec, Don GCPE:EX <Don.Zadravec@gov.bc.ca>
Sent: September 9, 2021 5:44 PM
To: Hume, David CITZ:EX <David.Hume@gov.bc.ca>
Cc: Dale, Raman GCPE:EX <Raman.Dale@gov.bc.ca>
Subject: Fwd: Vaccine message

David: See below and attached

Don Zadravec
Deputy Minister
GCPE
778-584-1252
Sent from my iPhone

Begin forwarded message:

From: "Zadravec, Don GCPE:EX" <Don.Zadravec@gov.bc.ca>
Date: September 9, 2021 at 5:08:46 PM PDT
To: "Aaron, Sage PREM:EX" <Sage.Aaron@gov.bc.ca>, "Harris, Megan GCPE:EX" <Megan.Harris@gov.bc.ca>
Cc: "Blasco, America GCPE:EX" <America.Blasco@gov.bc.ca>, "Dale, Raman GCPE:EX" <Raman.Dale@gov.bc.ca>, "Faust, Marnie L GCPE:EX" <Marnie.Faust@gov.bc.ca>
Subject: Fwd: Vaccine message

FYI, see attached memo: I will be sending this to all gcpe staff tomorrow

Don Zadravec
Deputy Minister
GCPE
778-584-1252
Sent from my iPhone

Begin forwarded message:

From: "Bronee, Rueben PSA:EX" <Rueben.Bronee@gov.bc.ca>
Date: September 9, 2021 at 4:43:18 PM PDT
To: "Blasco, America GCPE:EX" <America.Blasco@gov.bc.ca>, "Zadavec, Don GCPE:EX" <Don.Zadavec@gov.bc.ca>
Cc: "Dale, Raman GCPE:EX" <Raman.Dale@gov.bc.ca>, "Sadler, Bobbi PSA:EX" <Bobbi.Sadler@gov.bc.ca>
Subject: Vaccine message

Hi. The Clerk has now responded and we are good to proceed with the attached message to appropriate GCPE staff. Let me know if you need anything more. Thanks.

Rueben Bronee
Executive Lead – Policy, Innovation & Engagement
BC Public Service Agency
Rueben.Bronee@gov.bc.ca
250-213-6614

Date: Sept. 9, 2021

From: Deputy Minister of GCPE

To: GCPE staff working in the legislative precinct

Subject: Legislative Assembly Vaccine Requirement

Good afternoon.

Earlier this week the Clerk of the Legislative Assembly confirmed the Legislative Assembly Management Committee has decided to add an additional layer of protection to its COVID-19 response for buildings in the Legislative Precinct. Corresponding with the broader provincial proof of vaccination requirement, anyone 12 years or older accessing buildings on the Legislative Precinct will be required to have at least 1 dose of a COVID-19 vaccine by Monday, September 13, 2021. By Monday, October 24, 2021, all entrants must be fully vaccinated.

This requirement will also apply to any BC Public Service employees accessing buildings on the precinct grounds, including GCPE staff. This means that to enter buildings on the precinct grounds, staff will be expected to provide proof of their vaccination status. The BC Public Service Agency is working with the Clerk's office to confirm details of how this requirement will be implemented. In the immediate term, this means that effective Monday, September 13, you will be required to enter the Parliament Buildings through the main front entrance and confirm your vaccination status with security. You can provide proof of vaccination using either the paper card you received at the time of your vaccination or using the new [B.C. Vaccine Card](#).

If you are unable to meet the vaccine requirement to access buildings in the precinct, you will need to work with your supervisor to determine the appropriate mitigation. This may include having alternate staff who can meet the requirement attend meetings or events in the precinct, or exploring options for virtual meetings where possible. Any consideration of accommodations will need to be addressed with the Clerk's office on a case-by-case basis, and we will work with the BC Public Service Agency to facilitate these discussions as needed.

It is important to note this is a requirement implemented by the Legislative Assembly for its facilities and not by the BC Public Service as an employer. The BC Public Service has not implemented a proof of vaccination requirement for our employees at this time.

I appreciate this is short notice of this requirement, but I also trust you appreciate the importance of vaccinations in helping B.C. navigate through the COVID-19 pandemic. Please feel free to contact America Blasco, who will work with our colleagues at the BC Public Service Agency to address any questions you may have. And thank you for your continued professionalism and dedication to our work throughout this challenging time.

Thank you.

Don Zadravec

Deputy Minister

Government Communications and Public Engagement

Biggs, Jackie CITZ:EX

From: Bronee, Rueben PSA:EX
Sent: October 5, 2021 9:51 AM
To: Hume, David CITZ:EX; Sadler, Bobbi PSA:EX
Subject: RE: COVID-19 Communications Material - EMBARGOED

Thanks – I'll tweak LW's message to remove the two uses of "status" before it goes out.

From: Hume, David CITZ:EX <David.Hume@gov.bc.ca>
Sent: October 5, 2021 9:47 AM
To: Sadler, Bobbi PSA:EX <Bobbi.Sadler@gov.bc.ca>; Bronee, Rueben PSA:EX <Rueben.Bronee@gov.bc.ca>
Subject: RE: COVID-19 Communications Material - EMBARGOED

Hey both—thanks for this. A couple of offers:

- 1) We have shorter links for the ones Lori provides in her note.
 - a. <http://gov.bc.ca/getvaccinated> will take people to the main registration and booking page. You may also consider encouraging people to walk-in to get a vaccine. We have a list of walk in clinics here: <http://gov.bc.ca/vaxforbc>
 - b. <http://gov.bc.ca/vaccinecard> is the short link for all the information on the vaccine card
- 2) One other flag for your consideration is that my shop has avoided talking about 'vaccination status' in public information on the Vaccine Card as 'status' is a loaded term for Indigenous populations. We use the term 'proof of vaccination' instead.

Hope this helps and understood if it's too late in the day.

Best,

David

From: Wells, Katrina PSA:EX <Katrina.Wells@gov.bc.ca> **On Behalf Of** Sadler, Bobbi PSA:EX
Sent: October 5, 2021 9:31 AM
To: BCPSA Agency Corporate Executive <s.17>
Subject: COVID-19 Communications Material - EMBARGOED

Good morning,

Further to yesterday's call, attached are the following documents to support today's announcement regarding the implementation of flexible work and the proof of vaccination policy for the BC Public Service:

- A message from Lori Wanamaker to all employees, scheduled for distribution at 11:00 a.m. today.
- A brief set of questions and answers that will be posted to the [COVID-19 information page on MyHR](#).

Please do not share these materials. We will also provide them to your ministry strategic human resources and internal communications leads shortly.

As discussed, we will work to finalize the details of the new policy direction and supporting resources with all employees no later than November 1, and we will update the questions and answers as needed in the interim.

We will also be posting updated versions of the FAQ documents on flexible work and our overall COVID-19 response to align with today's announcement.

Thank you.

Bobbi Sadler
Deputy Minister
BC Public Service Agency