

Liu, Susan GCPE:EX

From: Leslie, Lisa GCPE:EX
Sent: October 13, 2021 1:30 PM
To: GCPE Comm Directors; GCPE Comm Managers
Subject: FYI: proof of vaccination IN
Attachments: IN_PSA_Public Sector Vaccination Requirements_Oct13-2021_FINAL.doc

Hello everyone.

Attached is the public service proof of vaccination IN that has undergone a few messaging updates over the past week.

PSA continues to work on further details to share with members of the public service by early November, at which time we'll update the public materials and share.

PSEC is now maintaining a running list of provincial government Crowns, agencies, etc that have announced or are intending to institute their own vaccination policies but please do to continue to flag yours for us as you become aware.

Thank you.

Lisa
250-213-7724

ADVICE TO MINISTER

<p>CONFIDENTIAL</p> <p>GCPE - FIN ISSUE NOTE</p> <p>Ministry of Finance</p> <p>Date: Oct. 13, 2021</p> <p>Minister Responsible: Hon. Selina Robinson</p>	<p>Public Sector Vaccination Requirements</p>
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ADVICE AND RECOMMENDED RESPONSE:

- I know restrictions have been incredibly hard on businesses and people over the past year, and everyone is looking forward to putting the pandemic behind them.
- Public health strongly recommends everyone eligible receive both doses of the vaccine to protect themselves and their loved ones from COVID-19.
- As it has throughout the pandemic, the BC Public Service continues to ensure its workplaces are safe by putting in place safety measures consistent with the direction and recommendations of the Provincial Health Officer and WorkSafeBC.
- The B.C. government is supporting the effort to increase vaccination rates throughout the province by making proof of full COVID-19 vaccination a requirement for core BC Public Service employees.
- The BC Public Service Agency, in consultation with the provincial health officer, will require its 30,000 employees to show proof of full vaccination by Nov. 22, 2021.
- The effective date gives employees who are not yet fully vaccinated the time they need to comply.
- Consequences:
 - The BC Public Service Agency is finalizing details of how to address instances where employees do not comply with the requirement to show proof of full vaccination by Nov. 22 where there are not legitimate grounds for an accommodation.
 - Personal preference is not considered a legitimate rationale for the employer to provide an accommodation.
 - Refusing to comply with the proof of vaccination policy by Nov. 22 may lead to employment consequences up to and including termination.

Criticism from Employees:

- We are confident Dr. Henry's orders and the decisions our government makes to protect health and safety are in accordance with the law, including the Canadian Charter of Rights and Freedoms.
- While it would be inappropriate to comment on specific human resource issues,

all BC Public Service employees are bound by an Oath and the Standards of Conduct, which commit them to place the public interest ahead of their own personal interest in the conduct of their work

- **All employees are required to comply with all applicable employer policies and conduct themselves in a way that maintains and enhances public trust and confidence in the public service.**

Public sector not covered by the BC Public Service:

- **The broader public sector, such as crown corporation, education institutions and health care, are encouraged to explore vaccination policies that can help provide additional safety for their employees.**

BACKGROUND:

On Oct. 5, 2021, the BC Public Service Agency, in consultation with the Provincial Health Officer (PHO), will require its employees to show proof of full vaccination by Nov. 22, 2021. Public service employees working in core government or ministries will be required to provide proof of full vaccination using the BC Vaccine Card.

The effective date gives employees who are not yet fully vaccinated the time they need to comply. Details of accommodations that will be made for the few people who are unable to be vaccinated will be released by early November.

The 30,000 BC Public Service employees under this requirement include BCGEU members who work in the public service (i.e., ministry staff, crown prosecutors, corrections officers, sheriffs, child protection workers, BC Liquor Store workers), excluded employees and executives of government.

The broader public sector, such as crown corporation, education institutions and health care, are encouraged to explore vaccination policies that can help provide additional safety for their employees.

Federal Vaccination mandate:

On Oct. 6, 2021, Prime Minister Justin Trudeau and Deputy Prime Minister Chrystia Freeland announced that core federal public servants will be required to be fully vaccinated by Oct. 29, 2021 or will be placed on unpaid leave as of Nov. 15, 2021.

Further, Crown corporations and separate agencies are being asked to implement vaccine policies mirroring the requirements announced today (October 6) for the rest of the public service. The vaccination policy will apply to both full and part time Governor in Council (GIC) appointees, such as CEOs of Crown Corporations, members of boards, heads of agencies, and administrative tribunal chairs, vice-chairs and members.

The mandate applies whether employees work remotely or from the office, and if they work outside of Canada. The mandatory vaccination policy includes the RCMP but excludes staff at several public-facing service departments including Service Canada, Veterans Affairs Canada, and the Canada Revenue Agency. The new rules also do not apply to members of the Canadian Armed Forces or “locally-engaged staff” posted abroad.

In addition to federal workers, employees and passengers in the federally regulated air, rail and marine transportation sectors will have to be fully vaccinated as of Oct. 30. This means that any worker—including at retail or hospitality establishments in restricted sections of airports— or passengers boarding any domestic flights, or interprovincial trains or cruise ships will have to provide proof of vaccination.

Vaccination requirements for buildings in the Legislative Precinct:

The Legislative Assembly Management Committee has added an additional layer of protection to its COVID-19 response for buildings in the Legislative Precinct. Corresponding with the broader provincial proof of vaccination

ADVICE TO MINISTER

requirement, anyone 12 years or older accessing the buildings were required to have at least one dose by Sept. 13 and second doses by Oct. 24, 2021.

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B.C. public sector employees return to the workplace:

Safe work practices and making safety management a priority keep the COVID-19 risk in all B.C. public sector workplaces low. Provincial public sector employers have promptly implemented or adapted to Public Health and WorksafeBC guidelines to keep their staff and workplaces safe throughout the pandemic. The Public Service Agency (PSA) actively reviews Public Health COVID-19 and safety updates and provides ministry leaders and supervisors updated guidance.

Consistent with current guidelines, B.C. public sector workplaces have Communicable Disease Prevention Plans in place or exposure control plans, where required, to control infectious disease risk. These plans are designed to reduce the risk of respiratory illnesses and other infectious diseases in the workplace.

Throughout the pandemic, the BC Public Service has aligned its response to support the overall provincial pandemic response and has followed the guidance of the Provincial Health Officer.

Implementing the proof of vaccination policy is consistent with that direction and is one additional measure to ensure our workplaces are as safe as possible. We also recognize that we have a role to play in supporting the provincial effort to increase vaccination rates to protect the health of our colleagues and our communities.

The workplace return has been moved back to Nov. 22, 2021 to allow any employee not currently vaccinated to receive both required doses.

Public sector employees – other jurisdictions:

Federal	Vaccine mandate	Federal public servants and workers in federally regulated industries to be vaccinated, which affects nearly 1.5 million workers.
B.C.	Vaccine mandate	Health care workers must be fully vaccinated by Oct. 26. BC Public Service employees will be required to provide proof of their vaccination confirming they are fully vaccinated effective November 22, 2021. Individual crown corporations introduced their own vaccine mandates.
Alberta	Vaccine mandate	Alberta Health Services will require all employees to be fully vaccinated by Oct. 31. Public Service employees must be fully vaccinated by Nov. 30.
Manitoba	Vaccine mandate	Mandated vaccines for doctors and nurses, teachers and child-care workers, prison guards and government employees.
Ontario	Vaccine mandate	All Ontario Public Service employees have to be vaccinated unless they get a religious or medical exemption. Hospitals and long-term care homes are required to have vaccination policies for staff.
Nova Scotia	Vaccine mandate	All 11,000 direct employees of the provincial government will be required to be fully vaccinated by November 30.
Saskatchewan	Vaccine mandate	As of Oct. 1, all public employers including the Government of Saskatchewan and Crown corporations will have to be fully vaccinated or undergo regular testing.
New Brunswick	Partial vaccine mandate	Proof of vaccination required at work for public servants and health care workers as of Sept. 13. or will be required to undergo regular testing.
Quebec	Partial vaccine mandate	All health care workers whose jobs involve contact with the public need to have first shots as of Sept. 1 and boosters as of Oct. 1. As of Oct. 15 health care and long term care workers are required to be fully vaccinated.
Newfoundland and Labrador	Partial vaccine mandate	
Yukon	Partial vaccine mandate	
Nunavut	No vaccine mandate	
N.W.T.	No vaccine mandate	
P.E.I.	No vaccine mandate	

ADVICE TO MINISTER

**as of Oct 11, 2021 (evolving information may deem above information out of date)*

s.13

Communications Contact:	Kirsten Denham	250 883-6563
Program Area Contact:	Rueben Bronee	250 952-6255
File Created:	September 22, 2021	

From: [Harris, Megan GCPE:EX](#)
To: [Smith, George PREM:EX](#); [Smith, Jimmy GCPE:EX](#); [Howlett, Tim GCPE:EX](#)
Subject: FW: FOR APPROVAL - FIN Media Request: Staff anti-vaccination emails
Importance: High

I would make the following amendment. I will leave with you.

From: "Lowe, Sonia GCPE:EX" <Sonia.Lowe@gov.bc.ca>
Date: Tuesday, October 12, 2021 at 2:44 PM
To: "Ashbourne, Jade FIN:EX" <Jade.Ashbourne@gov.bc.ca>, "Peters, Eric FIN:EX" <Eric.Peters@gov.bc.ca>, "Djonlic, Matt FIN:EX" <Matt.Djonlic@gov.bc.ca>, "Smith, Jimmy GCPE:EX" <Jimmy.Smith@gov.bc.ca>
Cc: "Leslie, Lisa GCPE:EX" <Lisa.Leslie@gov.bc.ca>, "Whittier, Joanne GCPE:EX" <Joanne.Whittier@gov.bc.ca>, "Harris, Megan GCPE:EX" <Megan.Harris@gov.bc.ca>
Subject: FOR APPROVAL - FIN Media Request: Staff anti-vaccination emails

Hi there,

For approval - FIN received the following request via CITZ. The response below is approved by DM Sadler.

Reporter

Bailey Moreton, Reporter
Goldstream Gazette (West Shore - Victoria)
bailey.moreton@goldstreamgazette.com

Deadline ASAP

s.13

Request

I am writing to you because we have heard from a couple of different people about emails being circulated to some government employees, including those working at Citizen Services and Forests, Lands, Natural Resource Operations and Rural Development, from other government employees, that are promoting anti-vaxxer social media accounts

I was wondering if someone would be available to answer questions or provide comment on the matter. If email is easier (ideally I would be able to get these answers today, but I understand it is a holiday), I have included my questions below which you could answer and send back to me.

My questions:

- have emails been sent from government employees promoting anti-vaccine social media pages?
- does this violate public service worker policy with regards to social media use?
- will there be any consequences for the employees in question? What will they be?

Let me know if anything needs clarifying and if someone is available or if answering via email would be easier.

Sonia Lowe | Communications Manager

Ministry of Finance

Government Communications and Public Engagement

Mobile: 250.882.6696 | **email:** sonia.lowe@gov.bc.ca

From: [Ashbourne, Jade FIN:EX](#)
To: [Howlett, Tim GCPE:EX](#); [Harris, Megan GCPE:EX](#); [Lowe, Sonia GCPE:EX](#); [Peters, Eric FIN:EX](#); [Djonlic, Matt FIN:EX](#); [Smith, Jimmy GCPE:EX](#)
Cc: [Leslie, Lisa GCPE:EX](#); [Whittier, Joanne GCPE:EX](#)
Subject: RE: FOR APPROVAL - FIN Media Request: Staff anti-vaccination emails
Date: October 12, 2021 4:42:36 PM

s.13

Then I'm good.

Jade Ashbourne (they/them)
Senior Ministerial Advisor
Minister of Finance
C: 250-213-3187
E: jade.ashbourne@gov.bc.ca

From: Howlett, Tim GCPE:EX <Tim.Howlett@gov.bc.ca>
Sent: October 12, 2021 4:06 PM
To: Harris, Megan GCPE:EX <Megan.Harris@gov.bc.ca>; Lowe, Sonia GCPE:EX <Sonia.Lowe@gov.bc.ca>; Ashbourne, Jade FIN:EX <Jade.Ashbourne@gov.bc.ca>; Peters, Eric FIN:EX <Eric.Peters@gov.bc.ca>; Djonlic, Matt FIN:EX <Matt.Djonlic@gov.bc.ca>; Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>
Cc: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>; Whittier, Joanne GCPE:EX <Joanne.Whittier@gov.bc.ca>
Subject: RE: FOR APPROVAL - FIN Media Request: Staff anti-vaccination emails
What about something like the below?

s.13

From: Harris, Megan GCPE:EX <Megan.Harris@gov.bc.ca>
Sent: October 12, 2021 3:33 PM
To: Lowe, Sonia GCPE:EX <Sonia.Lowe@gov.bc.ca>; Ashbourne, Jade FIN:EX <Jade.Ashbourne@gov.bc.ca>; Peters, Eric FIN:EX <Eric.Peters@gov.bc.ca>; Djonlic, Matt FIN:EX <Matt.Djonlic@gov.bc.ca>; Smith, Jimmy GCPE:EX <Jimmy.Smith@gov.bc.ca>
Cc: Leslie, Lisa GCPE:EX <Lisa.Leslie@gov.bc.ca>; Whittier, Joanne GCPE:EX <Joanne.Whittier@gov.bc.ca>; Howlett, Tim GCPE:EX <Tim.Howlett@gov.bc.ca>

Subject: Re: FOR APPROVAL - FIN Media Request: Staff anti-vaccination emails

Hi Sonia,

I think Jimmy is off this week so including Tim. I have one suggestion below. **s.13**

s.13

Megan

From: "Lowe, Sonia GCPE:EX" <Sonia.Lowe@gov.bc.ca>

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Cc: "Leslie, Lisa GCPE:EX" <Lisa.Leslie@gov.bc.ca>, "Whittier, Joanne GCPE:EX" <Joanne.Whittier@gov.bc.ca>, "Harris, Megan GCPE:EX" <Megan.Harris@gov.bc.ca>

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Bailey Moreton, Reporter

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Sonia Lowe | Communications Manager
Ministry of Finance
Government Communications and Public Engagement
Mobile: 250.882.6696 | email: sonia.lowe@gov.bc.ca