

EMBARGOED: Final vaccine comms material

From: Blackstock, Alyson PSA:EX <Alyson.Blackstock@gov.bc.ca>
To: Eso, Mike <Mike.Eso@bcgeu.ca>
Sent: October 5, 2021 9:54:30 AM PDT
Attachments: Email_LW_COVID Update - Oct 5 - FINAL.docx, Vax FAQs - FINAL.docx

Intention is for these to go out to all employees at 11am today. I'll forward the email to you once it comes out.

Alyson Blackstock, Assistant Deputy Minister, Employee Relations
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First Floor, 810 Blanshard Street | Victoria, BC | V8W 2H3 | 778-698-7912 | 250-893-2980 |
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Withheld pursuant to/removed as

s.13

BC PUBLIC SERVICE PROOF OF VACCINATION POLICY QUESTIONS AND ANSWERS

October 5, 2021

For information on how to get your COVID-19 vaccination in B.C., visit:
<https://www2.gov.bc.ca/gov/content/covid-19/vaccine/register>

For information on how to get your B.C. Vaccine Card, visit:
<https://www2.gov.bc.ca/gov/content/covid-19/vaccine/proof>



Where ideas work

1 | VACCINATION POLICY Q&A

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These questions will be updated and expanded as details of the proof of vaccination policy are finalized. The version posted to the MyHR website will always have the most current and complete information available.

1. What is required under the BC Public Service proof of vaccination policy?

On October 5, 2021, the Deputy Minister to the Premier announced BC Public Service employees will be required to provide proof of their vaccination status confirming they are fully vaccinated effective November 22, 2021.

However, do not provide your proof of vaccination just yet. Wait until full details of the policy and additional supporting resources have been shared with employees and supervisors. This is expected to happen by November 1, and you will be notified when it is time to provide your proof of vaccination.

2. Why is the BC Public Service implementing this policy?

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 (PHO). 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.

3. How does this impact the implementation of telework agreements?

To align with the proof of vaccination timelines, the implementation of telework agreements approved under the flexible work policy is deferred to November 22 from the current date of October 12.

If you are fully vaccinated and want to implement your telework agreement sooner, you are encouraged to do so and should discuss this with your supervisor. Proof of vaccination, however, is not required until November 22.

4. How do I provide proof of my vaccination status?

Details on how the process will be shared by November 1. But proof of vaccination status must be provided by showing your B.C. Vaccine Card to a designated excluded manager. This can be done using either the digital or paper form of the card. Unlike when you visit a restaurant or other service provider where proof of vaccination is required, you do not need to show any other identification to prove your identity. However, any employee found to have in any way falsified or misrepresented their vaccination status will be subject to disciplinary action.

For information on how to get your B.C. Vaccine Card, visit:
<https://www2.gov.bc.ca/gov/content/covid-19/vaccine/proof>.



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5. What if I am not fully vaccinated on November 22?

The BC Public Service Agency is finalizing details of how to address instances where employees do not comply with the requirement to be fully vaccinated by November 22 and there are not legitimate grounds for an accommodation. Note, however, that 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 November 22 may lead to employment consequences up to and including termination. More information on the details of the policy will be shared by November 1.

The November 22 timeline was chosen because it allows sufficient time for employees who have not yet received their first dose of vaccine to be still become fully vaccinated. For information on how to get your COVID-19 vaccination in B.C., visit: <https://www2.gov.bc.ca/gov/content/covid-19/vaccine/register>.

6. What if I am unable to be vaccinated for medical reasons?

There may be a small number of employees who are unable to be vaccinated for legitimate medical reasons. You or your supervisor can contact MyHR for assistance in considering a possible accommodation.

Employees with medical concerns are encouraged to speak with their primary care physician and review the BC Center for Disease Control information about medical conditions and COVID-19 vaccinations at <http://www.bccdc.ca/health-info/diseases-conditions/covid-19/covid-19-vaccine/vaccine-considerations>.

7. As a supervisor, what do I need to do?

More information and guidance on the process for confirming proof of vaccination will be shared by November 1, followed by a series of supervisor conference calls to answer your questions so you are prepared prior to November 22. Employees should wait until further notice to provide their proof of vaccination.

8. Will my vaccination status be recorded and tracked by the employer?

Final details of the process for confirming vaccination are still being confirmed, but we do not anticipate a need for the employer to keep records of any individual's vaccination status. In the case of accommodations, any information related to an employee's personal medical information will be treated with the same level of confidentiality that would apply with any other accommodation request.

9. What about new employees who join the public service after November 22?

Consistent with the proof of vaccination policy, confirmation of full vaccination will be required from anyone accepting a new role in the BC Public Service with a start date on or after November 22. Exceptions will be considered where there is a valid grounds for accommodation.

FW: Executive Message from Lori Wanamaker: COVID-19 Update

From: Blackstock, Alyson PSA:EX <Alyson.Blackstock@gov.bc.ca>
To: Eso, Mike <Mike.Eso@bcgeu.ca>
Sent: October 5, 2021 11:07:45 AM PDT
Attachments: image003.png, image001.png, image001.png, image003.png
FYI – as discussed.

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From: Executive Update PSA:EX <ExecutiveUpdate@gov.bc.ca>
Sent: October 5, 2021 11:04 AM
Subject: Executive Message from Lori Wanamaker: COVID-19 Update

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.

RE: [Test] B.C. Gov announces vaccine mandate for public service workers

From: Blackstock, Alyson PSA:EX <Alyson.Blackstock@gov.bc.ca>
To: Eso, Mike <Mike.Eso@bcgeu.ca>
Sent: October 5, 2021 2:25:20 PM PDT
Thanks.

Alyson Blackstock, Assistant Deputy Minister, Employee Relations
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From: Eso, Mike <Mike.Eso@bcgeu.ca>
Sent: October 5, 2021 2:13 PM
To: Blackstock, Alyson PSA:EX <Alyson.Blackstock@gov.bc.ca>
Subject: FW: [Test] B.C. Gov announces vaccine mandate for public service workers
Importance: High

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

This is going out now.

Michael Eso
BCGEU Regional Coordinator
Vancouver Island
2994 Douglas Street
Victoria, BC
V8T 4N4
250.208.6339 Cell

From: BCGEU <communications@bcgeu.ca>
Sent: October 5, 2021 2:02 PM
To: Communications <Communications@bcgeu.ca>
Subject: [Test] B.C. Gov announces vaccine mandate for public service workers

Important Member Communication

[View this email in your browser](#)



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Burnaby, BC V5G3W3
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UWU/MoveUP

Re: Citizen's Services.

From: Eso, Mike <Mike.Eso@bcgeu.ca>
To: Blackstock, Alyson PSA:EX <Alyson.Blackstock@gov.bc.ca>
Sent: October 8, 2021 4:58:51 PM PDT

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Here is what he told our people.

From: "Dhaliwal, Sunny CITZ:EX" <Sunny.Dhaliwal@gov.bc.ca>
Date: October 8, 2021 at 2:13:04 PM PDT
To: "Porter, Judi CITZ:EX" <Judi.Porter@gov.bc.ca>
Cc: "Dicks, Beverly J CITZ:EX" <Beverly.Dicks@gov.bc.ca>, "DeLarge, Lorne CITZ:EX" <Lorne.DeLarge@gov.bc.ca>
Subject: RE: UNION Concerns

Hi Judy,

Thanks for reaching out.

I did make a statement that the Union was advised/consulted regarding this policy, but I did not say that the union has approved it.

I may have been wrong in this, but this is the information I thought I heard when we were on an exec call recently with Lori Wanamaker.

s.22

Thanks

Sunny Dhaliwal | Assistant Deputy Minister
Real Property Division | Ministry of Citizens' Services
Ph: 778-698-5807 | Cell: 250-380-8311 |
e-mail: Sunny.Dhaliwal@gov.bc.ca<mailto:Sunny.Dhaliwal@gov.bc.ca>

I acknowledge and respect the traditional territories of the WSÁNE and Lekwungen (Songhees and Esquimalt Nations) Peoples where I live, work and play. I am deeply committed to being an ally in the important work of reconciliation.

Michael Eso
BCGEU Regional Coordinator
Vancouver Island
2994 Douglas Street
Victoria, BC
V8T 4N4
250.208.6339 Cell

From: Blackstock, Alyson PSA:EX <Alyson.Blackstock@gov.bc.ca>
Sent: Friday, October 8, 2021 4:51:25 PM

To: Eso, Mike <Mike.Eso@bcgeu.ca>

Subject: RE: Citizen's Services.

It's been taken care of.

Alyson Blackstock, Assistant Deputy Minister, Employee Relations

| Employee Relations Division | BC Public Service Agency

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Phone: 250.952.6000 | Toll Free 1.877.277.0772

From: Eso, Mike <Mike.Eso@bcgeu.ca>

Sent: October 8, 2021 10:11 AM

To: Blackstock, Alyson PSA:EX <Alyson.Blackstock@gov.bc.ca>

Subject: Citizen's Services.

Importance: High

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As per our conversation, please see the following.

Thank you.

Michael Eso

BCGEU Regional Coordinator

Vancouver Island

2994 Douglas Street

Victoria, BC

V8T 4N4

s.22

Cell

From: "Porter, Judi CITZ:EX" <Judi.Porter@gov.bc.ca<mailto:Judi.Porter@gov.bc.ca>>

Date: October 8, 2021 at 9:37:42 AM PDT

To: "Dhaliwal, Sunny CITZ:EX" <Sunny.Dhaliwal@gov.bc.ca<mailto:Sunny.Dhaliwal@gov.bc.ca>>

Cc: "Dicks, Beverly J CITZ:EX" <Beverly.Dicks@gov.bc.ca<mailto:Beverly.Dicks@gov.bc.ca>>

Subject: UNION Concerns

Hello Sunny.

I have been contacted by a number of members from your division.

Then general themes of concern were a statement made that the Union was consulted and approved the vaccine policy from Lori Wanamaker.

s.22

Judi Porter

Article 29 Co-Chair

Local 601 Chair

Shop Steward