

## Coordination of response to HR issues involving employees reacting negatively to mandatory vaccine requirement/policy

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Hi all,

Just a (not so) quick note to keep us all coordinated on the response to these incidents.

### **Which files will ER take and which files will the HRS Team take?**

In general, we're expecting the majority of these incidents to warrant a non-major disciplinary response – which would be led by/investigated by the ministry with support from the PSA HRS team. Heather O'Brien has been identified as the primary point of contact for the HRS team for these incidents, and so folks can feel free to reach out to Heather as needed.

I know Sara and Lauren are keeping a close eye on these and will leave it to them if there's any further direction they may wish to provide to Heather/the HRS team on this.

### **PSA Employee Relations (ER)**

I've been coordinating our response for the most part today with the various member of our team, but have now asked Allison Jensen to get involved to coordinating within the PSA Employee Relations team.

If an ERS receives a new incident of this nature (or where ER involvement is warranted), please contact Allison who will generally assign to the ERS that has the client group in question.

I will remain involved to oversee the response generally and broadly, delegating to and working with Allison to the ERSs as needed.

### **OCIO role**

The OCIO's Security Investigations and Incident Response (SIIR) – formerly known as the Security Investigations Unit is providing evidentiary support as needed and is also responsible for taking action in a leading capacity to protect government's IT network operations (ie they're keeping an eye out as it could impact government's network if there are a lot of ministry wide emails that end up being sent. Lance Morgan is the primary contact for this group. Similarly I know Gary and Dale are also keeping a close eye on this and getting involved as appropriate.

### **Messaging to Employees**

Rueben Bronee's team within the PSA is aware of the interest in sending a message to employees about this. Messaging was provided to DMs earlier today for them to send to employees if they choose to. The essence of the message would be to remind everyone that the Standards of Conduct apply and that we all have an obligation to adhere to our Oath and put the public interest ahead of our own personal views, etc. I expect we'll continue to monitor the situation and will contemplate further messaging as may be appropriate, but will of course defer to Rueben and team on this.

### **Current Status**

So far, we are aware of 5 incidents. Ministries that are involved include CITZ, AG/SG, MCFD and FLNRO. These incidents have been assigned to respective ERS/HRS staff and we're working through the response to each.

If anyone needs anything, please feel free to contact me. Thanks again to all, this has moved fast since yesterday, but I've really appreciated how coordinated and effective our overall response has been.

I hope everyone has a fantastic Thanksgiving weekend!

**Ken McLean**

Executive Director, Employee Relations

(pronouns: he/him/his)

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