

**UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICE OF THE PLUMBING AND
PIPEFITTING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL 71**

UNION OFFICE COVID-19 VACCINATION POLICY

1.0 Policy Purpose

The UA, Local 71 union offices located at 1250 Ages Drive, Ottawa, Ontario (the "Union Office") is implementing this Vaccination Policy (the "Policy") for the following purposes:

- (i) to ensure compliance with legal obligations set out in the *Occupational Health and Safety Act* and the *Reopening Ontario (A Flexible Response to Covid-19) Act, 2020* as well as the Office of the Chief Medical Officer of Health ("OCMOH") and Ministry of Labour ("MOL") directives and recommendations applicable to businesses and organizations including but not limited to post-secondary educational institutions; and
- (ii) to ensure the ongoing and continued health and safety of all Local 71 employees, apprentices, members, contractors, volunteers and visitors to the Union Office by reducing the risks of COVID-19 transmission and/or infection at the Union Office.

2.0 Policy Scope, Application & Effective Dates

This Policy applies to the Union Office. Local 71 reserves the right, in its sole discretion, to modify this Policy at any time as may be required to protect the health and safety of attendees at the Union Office and to ensure Local 71's ongoing compliance with applicable laws as well as OCMOH and MOL directives and recommendations.

For clarity:

The *COVID-19 Vaccination Protocol* set out in section 4.1 of this Policy goes into effect immediately and shall remain in place until further notice; and

The *COVID-19 Testing Protocol for Unvaccinated Attendees* set out in section 4.2 of this Policy goes into effect immediately and shall remain in place until further notice.

The *Protocol for Medical & Human Rights Code Exemption Requests* set out in section 4.3 of this Policy goes into effect immediately and shall remain in place until further notice.

3.0 Policy Definitions

Set out below are definitions of certain terms used in this Policy.

"attendee" – shall mean any employees, apprentices, members, contractors, volunteers and visitors to the Union Office;

"COVID-19 test" – shall mean a COVID-19 rapid antigen undertaken by an attendee to the Union Office in the presence of a Local 71 designated representative prior to entry to the and, in the event of regular attendance, on three (3) day intervals thereafter, which in a regular work week shall occur on Mondays and Thursdays.

"existing COVID-19 health and safety protocols" - shall mean and include any masking, social distancing, enhanced hygiene, pre-entry temperature checks, pre-entry screening questionnaires and or other protocols Local 71 may have in place at the Union Office from time to time;

"full vaccination" or "fully vaccinated" – shall mean an attendee who has received a full series of a Health Canada approved COVID-19 vaccine (or a Health Canada approved vaccine combination) no less than fourteen (14) calendar days prior to entry to the Union Office and who also maintains their full vaccination status by receiving any Health Canada approved and public health authority directed vaccination booster shots as may be identified from time to time;

"Health Canada approved COVID-19 vaccination" – shall mean *Comirnaty* (Pfizer-BioNTech (Comirnaty, tozinameran, BNT162b2)); *SpikeVax* (Moderna (mRNA-1273)); *Vaxzevria* (AstraZeneca/COVISHIELD (ChAdOx1-S, Vaxzevria, AZD1222)); Janssen/Johnson & Johnson (Ad26.COV2.S) and any other vaccine that may be approved by Health Canada in the future;

"partial vaccination" or "partially vaccinated" - shall mean any attendee at the Union Office who has received one dose of a two (2) dose Health Canada approved COVID-19 vaccine series (or a Health Canada approved vaccine combination);

"proof of a negative COVID-19 test result" – shall mean the in-person verification of a COVID-19 negative rapid antigen test result by a designated Local 71 representative and/or an electronic copy (PDF document and/or picture) and/or paper copy confirming a negative COVID-19 test result that has been issued by a testing facility acceptable to Local 71 in its sole discretion no more than three (3) days prior to the attendees entry to the Union Office and on three (3) day intervals thereafter, which in a regular work week shall mean proof of a negative COVID-19 test result on Mondays and Thursdays;

"proof of vaccination" – shall mean an electronic copy (PDF, picture, QR Code) or paper copy issued by the Ontario Ministry of Health (or other legitimate COVID-19 vaccination provider) which confirms an attendee's name, date of vaccinations, type of vaccinations received and/or any other alternative vaccination status verification document and/or process that may be introduced by the Provincial Government in the future;

4.0 Policy Requirements

4.1 COVID-19 Vaccination Protocol

Fully vaccinated attendees at the Union Office who voluntarily present proof of vaccination to designated Local 71 representatives upon entry to the Union Office shall not be required to undergo COVID-19 rapid antigen testing prior to entry at this time. Local 71 does, however, reserve the right to implement a COVID-19 testing requirement for fully vaccinated attendees should Local 71 determine it is necessary to meet the purposes identified in section 2 of this Policy. Fully vaccinated attendees must also comply with all existing COVID-19 health and safety protocols in place at the Union Office from time to time.

4.2 COVID-19 Testing Protocol for Unvaccinated Attendees

Any attendee at the Union Office who is not fully vaccinated and/or who refuses to provide a Local 71 designated representation with their proof of vaccination upon entry must comply with all existing COVID-19 health and safety protocols in place at the Union Office from time to time and undergo a COVID-19 rapid antigen testing prior to entry to the Union Office in the presence of a Local 71 designated representative and produce a negative test result. Attendees that test positive following a COVID-19 rapid antigen test result must produce a negative COVID-19 PCR test result (issued by a reputable testing facility acceptable to Local 71 in its sole discretion) to a Local 71 designated representative no more than three (3) days prior to any subsequent entry to the Union Office.

At this time, the cost of rapid antigen testing will be covered by Local 71. Local 71 does, however, reserve the right to require unvaccinated attendees seeking entry to the Union Office to pay for the cost of the COVID-19 rapid antigen vaccination test prior to undergoing the test.

4.3 Protocol for Medical & Human Rights Code Exemption Requests

Attendees seeking a medical exemption and/or *Human Rights Code* exemption from the COVID-19 rapid antigen testing requirement for entry to the Union Office must contact Local 71 prior to their desired entry to the Union Office and make arrangements to provide Local 71 with information/documentation substantiating their exemption request. Exemption requests must be sent to Local 71 by email office@ualocal71.com no less than forty-eight (48) hours prior to the desired/intended entry to the Union Office.

Local 71 will consider all medical and/or *Human Rights Code* exemption requests on a case-by-case basis. An attendee seeking an exemption from the COVID-19 rapid antigen testing requirements will not be permitted entry to the Union Office until Local 71 receives the necessary information/documentation to consider the request and issues a decision.

For clarity:

An attendee seeking a medical exemption must provide Local 71 with documentation from the attendee's regular treating physician or registered nurse that confirms the existence a medical exemption and the effective time-period of that exemption.

An attendee seeking a *Human Rights Code* exemption must provide Local 71 with documentation that substantiates the exemption being sought by the attendee and the basis for the attendee's entitlement to that exemption.

5.0 Disclosure and Retention of Information

All proof of vaccination status, COVID-19 test result and/or exemption documentation disclosed by attendees seeking entry to the Union Office in accordance with this Policy may be collected and stored by Local 71 in accordance with applicable privacy legislation, including but not limited to the *Personal Information Protection and Electronic Documents Act* ("PIPEDA") and the *Personal Health Information Protection Act, 2004* ("PHIPA").

Access to the vaccination status, COVID-19 test result and/or exemption documentation disclosed by an attendee and/or collected by Local 71 shall be limited to those Local 71 designated representatives responsible for the administration of this Policy.

The disclosure of vaccination status, COVID-19 test result and/or exemption documentation of an attendee shall be made to Local 71 representatives on a need to know and as required basis in order to ensure compliance with this Policy.

Vaccination status, COVID-19 test result and/or exemption documentation collected in accordance with this Policy will be retained by Local 71 for as long as necessary in order to ensure the proper administration and enforcement this Policy and in order to comply with MCU, OCMOH and MOL directives.

6.0 Policy Compliance & Enforcement

Any attendees at the Union Office that fail and/or refuse to comply with this Policy will not be permitted entry to the Union Office.

Local 71 employees who fail and/or refuse to comply with this Policy may be subject to an unpaid leave of absence and/or disciplinary consequences up to and including termination of employment.

7.0 COVID-19 Education Information

Education information relating to the benefits and safety of Health Canada approved COVID-19 vaccinations can be found at:

The Government of Canada website:

<https://www.canada.ca/en/public-health/services/diseases/coronavirus-disease-covid-19/vaccines.html>

The Government of Ontario website:

<https://covid-19.ontario.ca/covid-19-vaccine-safety>

City of Ottawa website:

<https://www.ottawapublichealth.ca>