

Canada Post’s mandatory vaccination practice

An overview for employees

(A copy of the full practice will be mailed to your home and posted on Intrapost.)

Canada Post has formalized a vaccination practice following the federal government’s approach, after consultations with all bargaining agents. It requires all employees to be fully vaccinated.

All employees Actively at Work must attest to their vaccination status by November 12, 2021:

	1. Call 1-833-433-1442 before November 12, 2021.
	2. You will be asked a series of questions, which you answer by pressing numbers.
	3. You will need to provide your employee ID and your year of birth.
	4. You will be asked to attest to your vaccination status. You must remain on the line until the conclusion of the call for your attestation to be captured.

Note: If you receive a rapid busy signal when you call, we are experiencing a high volume of calls. Please call back later.

This is an automated system. You will not speak to an operator and your privacy will be protected.

We regret that TTY is not available on this line. If you are a person who is hearing impaired or require support for another reason, write vaccine@canadapost.ca.

Vaccination status	Actions and impacts (as of November 26, 2021)
Employees who attest they are fully vaccinated	<ul style="list-style-type: none"> ▶ No further action is needed following the employee’s attestation. ▶ The employee should keep their proof of vaccination. It may be requested.
Employees who attest they are partially vaccinated and intend to be fully vaccinated	<ul style="list-style-type: none"> ▶ If the employee is Actively at Work (as defined in the practice), they must attest to being Fully Vaccinated no later than January 29, 2022. ▶ If the employee is not Actively at Work, they must attest to being fully vaccinated no later than 10 weeks after their initial attestation. ▶ Partially Vaccinated employees in the workplace must conduct COVID-19 testing three times per week until fully vaccinated or placed on leave without pay. ▶ If working remotely, they must conduct COVID-19 testing three times per week whenever they will be entering the workplace, until they are fully vaccinated, or placed on leave without pay. ▶ Test kits and instructions will be provided to employees in the coming weeks. Employees may choose another option for testing. ▶ Those employees who do not attest to being fully vaccinated within these timeframes will be placed on leave without pay.

Vaccination status	Actions and impacts (as of November 26, 2021)
<p>Employees who attest they are unable to be fully vaccinated</p>	<p>Accommodations will only be granted where sufficient evidence is provided based on one of the prohibited grounds of discrimination under the <i>Canadian Human Rights Act</i>. Requests will be denied if based on a personal preference, if they merely allege that the <i>Charter of Rights and Freedoms</i> has been violated, or if the information provided is untrue.</p> <p>Employees who request accommodation based on medical grounds will have to provide a form completed by a medical professional.</p> <p>Employees who request accommodation based on religious grounds will have to:</p> <ol style="list-style-type: none"> 1. Show that they hold a sincere religious belief that prevents them from being fully vaccinated; 2. Complete the Religious Accommodation Questionnaire and Attestation; and 3. Demonstrate the belief is religious in nature (and not a personal, moral, ethical, secular or political view). <ul style="list-style-type: none"> ▶ The employee must cooperate in the accommodation process. ▶ They must conduct COVID-19 testing three times per week while waiting for a decision on their accommodation request. ▶ If working remotely, they must conduct COVID-19 testing three times per week whenever they will be entering the workplace while waiting for a decision on their accommodation request. ▶ Test kits and instructions will be provided in the coming weeks. ▶ If an accommodation is granted, they will follow the accommodation measure. If it is not granted, they will need to be vaccinated and attest to being partially vaccinated, or be placed on leave without pay.
<p>Employees who attest they are unwilling to be vaccinated</p>	<ul style="list-style-type: none"> ▶ The employee will not be allowed entry to a Canada Post facility or to work remotely. ▶ They will be placed on leave without pay on November 26, 2021 or, if they are not Actively at Work when they provided their attestation, on the expected date of return to work.
<p>Employees who are not Actively at Work as of November 12, 2021</p>	<ul style="list-style-type: none"> ▶ The employee will be required to complete their attestation before returning to work. ▶ If attesting to being partially vaccinated, the employee must attest to being fully vaccinated no later than 10 weeks after their initial attestation. If they fail to attest to being fully vaccinated, they will be placed on leave without pay. ▶ If attesting to needing an accommodation, the employee must provide information to support an accommodation request and do COVID-19 testing three times per week if attending the workplace.
<p>Employees placed on leave without pay and who later attest to being partially vaccinated</p>	<ul style="list-style-type: none"> ▶ The employee will resume work and be subject to the requirements outlined for “Employees who attest they are partially vaccinated” (see page 1).