

COVID-19: Vaccination Policy

Policy Statement

The health and safety of Trican Masonry Contractors' (Trican) employees is a priority. Trican is committed to taking every precaution reasonable, in the circumstances, for the protection of the health and safety of workers from the hazard of COVID-19. Vaccination is a key element in the protection for Trican's employees against the hazard presented by the global pandemic. As a result, this Policy is designed to maximize vaccination rates among Trican employees as one of the critical control measures for the hazard of COVID-19. To this end, Trican employees are strongly encouraged to be vaccinated against COVID-19.

Background and Current Situation

Full vaccination has been shown to be effective in reducing COVID-19 virus transmission and protecting vaccinated individuals from the potentially severe consequences of COVID-19 and its variants including the Delta variant currently circulating in Ontario.

Given the continuing spread of COVID-19 globally and within Ontario, the compelling data demonstrating a higher incidence of COVID-19 among the unvaccinated population and the increasing levels of contact between individuals as businesses, services, and activities have reopened, it is important for Trican employees to be fully vaccinated in order to protect themselves against serious illness from COVID-19 as well as to provide indirect protection to others, including colleagues.

Application

This policy applies to all Trican employees. For the purpose of this policy only, reference to "employees" shall also be read to include employees of affiliated companies or subcontractors.

Support for Vaccinations

Trican's Vaccination at Work policy supports employees in obtaining their COVID-19 vaccination. If operationally feasible and with the permission of their immediate supervisor, Trican employees can be released on work time to be vaccinated, either in the work location or at a designated vaccination site, without loss of compensation (for up to 1 hour of work time). All COVID-19 related absences must be noted on the employee's timecard and approved by their direct supervisor.

Continued Compliance with all Health and Safety Precautions

Unless a legislated or regulatory exemption applies, all Trican employees are expected and required to continue to comply with applicable health and safety measures to reduce the hazard of COVID-19, including but not limited to compliance with established workplaces access controls (e.g. Screening), wearing a mask or face covering, using provided PPE, maintaining appropriate physical distancing and self-monitoring of potential COVID-19 symptoms when at work or otherwise engaged in Trican business.

Employees who remain unvaccinated may be required to take additional infection and prevention control measures, including but not limited to proof of a negative COVID-19 test, as well as self-isolate if exposed to COVID-19.

Responsibilities

All levels of management are responsible for the administration of this Policy.

Managers, Supervisors and Foremen are expected to:

- Lead by example.
- Ensure employees complete any required education or training about COVID-19, including regarding vaccinations and safety protocols.

Employees are expected to:

- Follow all health and safety policies and protocols.
- Complete any required education or training about COVID-19, including regarding vaccinations and safety protocols.

Vaccination Requirement

All Trican employees are strongly encouraged to be fully vaccinated with a COVID-19 vaccine series by November 30, 2021. For a two dose vaccine series, employees must receive one dose of COVID-19 vaccine by October 30, 2021, and two doses of COVID-19 vaccine by November 30, 2021. For a single dose vaccine series, employees must receive the dose by October 30, 2021.

Proof of Vaccination

Trican requires proof of vaccination from all employees who have received the vaccine. Proof means documentation verifying receipt of a vaccination series approved by Health Canada or the World Health Organization.

Employees must disclose their vaccination status to Trican's office in accordance with this policy no later than October 30th, 2021.

Employees who, by November 30, 2021, disclose that they have not received two doses of COVID-19 vaccine (or a single dose in the case of a single dose vaccine series), or who have not disclosed their vaccination status as required, may be required to attend education on the benefits of vaccination, in addition to the obligations identified under "Vaccination Requirement" above.

Employees will be required to update their vaccination status in accordance with the established process and by the dates set out in this policy, as they obtain each dose of COVID-19 vaccine.

Trican will maintain vaccination disclosure information, including documentation verifying receipt of a vaccination series approved by Health Canada or the World Health Organization, in accordance with privacy legislation. This information will only be used to the extent necessary for implementation of this policy, for administering health and safety protocols, and infection and prevention control measures in the workplace.

Employees may also be required to disclose their vaccination status by law or to otherwise give effect to this policy, including, but not limited to, situations where employees are directed to stay home as a result of the daily screening in order to comply with the clearance criteria to return to work (e.g., after experiencing symptoms, a COVID-19 exposure, or a travel quarantine exemption).

Accommodations in Accordance with the Human Rights Code

Employees who are not able to obtain a COVID-19 vaccine for a reason related to a protected ground can request accommodation and must cooperate fully in the accommodation process.

All accommodation requests require written proof of the need for accommodation to be submitted along with any supporting documentation (e.g., in the case of a request for a medical accommodation, medical documentation from a physician or nurse practitioner, including whether a medical reason is permanent or time-limited).

Ongoing Monitoring and Assessment of COVID-19 Workplace Safety Measures

Trican will continue to closely monitor its COVID-19 risk mitigation strategy and the evolving public health information and context, to ensure that it continues to optimally protect the health and safety of employees in the workplace and the public that they serve. To that end, and in consultation with occupational health and safety experts, Trican will continue to assess other available workplace risk mitigation measures, including, for example, requiring proof of a negative COVID-19 test, etc. If it is determined that additional precautions are necessary, Trican may decide to deploy new measures (including at an individual level) to protect employees and the public from COVID-19 and may amend this policy accordingly and/or communicate the required precautions to impacted employees.

Consequences of Non-Compliance with Policy

Employees who do not comply with this policy may be subject to discipline, up to and including dismissal.

Effective Date

October 25, 2021