

COVID VACCINATION POLICIES:

QUESTIONS TO ASK

- What are the infection rates in the town or city where the workplace is located?
- What public health guidelines or rules are applicable to the town or city where the workplace is located?
- What public health guidelines or rules are applicable to the sector or industry?
- Do employees come into contact with customers, clients, or patients at the workplace? How often are customers, clients, or patients likely to be especially vulnerable to the impact of COVID-19?
- How easy is it for employees to socially distance at the workplace and wear masks when necessary?
- Does the policy actually require vaccination, or simply encourage or incentivize it?
- How high would the rate of vaccine uptake be if it was voluntary instead of mandatory? If it would be relatively high, is it really necessary to mandate the vaccine for the small group who do not want to be vaccinated?
- Has the employer tried talking to employees to figure out if there are barriers to their vaccination and addressing those barriers?
- Taking into account the nature and location of the workplace and other relevant factors, would requiring employees who choose not to vaccinate to wear masks during work (rather than be vaccinated) be sufficient to protect co-workers, customers, and others?
- Does the policy mandate vaccines for everyone, or does it just mandate masking for those who do not vaccinate?
- Who is required to be vaccinated? All employees? Or just those who come into contact with clients/customers/patients?
- Will unvaccinated employees be required to get vaccinated at the workplace or by a medical practitioner chosen by the employer?
- How does the employer plan to enforce the policy?

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- What medical documentation/proof, if any, will employees be required to provide? Is it truly necessary to collect that information?
- Who will have access to this medical information?
- Does the employer have rules and procedures in place to ensure that this medical information is not shared with anyone at the workplace who does not need access to that information?
- What other safeguards has the employer put in place to protect the confidentiality of the medical information?
- How long will the employer retain its records regarding employee vaccination?
- Will accommodation be offered for employees who cannot vaccinate due to allergies, pregnancy, religious objections, or other human rights reasons?
- What will happen to employees who refuse to be vaccinated?