

## Do I need to get the COVID-19 vaccine to work at CLTO?

The vaccines approved for use in Canada are the safest and surest way to prevent COVID-19 infection and keep both staff and the people we support safe. Vaccines are also the most likely way for all of us to return to many of the aspects of life that we miss most, like dinners with friends, celebrating holidays with family, and a night at the movies.

Once the vaccination is widely available, our expectation is that all current and future CLTO staff as well as all essential visitors to our sites will receive the vaccine unless they cannot due to verified and documented medical or religious reasons. Staff and essential visitors will be asked to prove that they have been vaccinated. The close contact inherent in our work and the proven medical vulnerability of many of the people we support means that as many of us as possible must be vaccinated to mitigate the health and safety risks of COVID-19.

CLTO will respect the human rights of all our staff in implementing this directive. The Ontario Human Rights Code ensures that anyone who cannot be vaccinated will be accommodated as much as possible. Our Immunization Directive for Staff and Essential Visitors ensures that staff will be accommodated based on medical and religious reasons up to the point of undue hardship. As a last resort, unvaccinated staff may be placed on an unpaid leave of absence for the duration of the pandemic or until such time that COVID-19 no longer poses a significant public health risk. No CLTO staff will be terminated for not receiving the COVID-19 vaccine. Please see the attached directive for more information on how accommodations will be determined.

We are working hard to ensure you have access to the COVID-19 vaccine. Some staff will receive their vaccine on-site during their scheduled shift. Others may be asked to go off-site during their shift to receive their vaccine at a vaccination centre. Managers and supervisors will work with you to make sure you can take advantage of this opportunity while planning for any potential impact on site operations. In some cases, staff may be scheduled to receive their vaccine while not working. Staff in that situation will be compensated with lieu time as approved by your supervisor.

Our commitment to you is that CLTO will do everything we can to ensure you have access to both the vaccine and the most accurate, timely, and verified information you need to make your decision about receiving the shot. Our new vaccine website <https://cltoronto.ca/covid-19-vaccine/> is full of high-quality resources at your disposal and our team of experts – Medical Director Dr. Marwah Younis Damani, Occupational Health and Safety lead Jeanette MacLean, and others – are a call or email away.

