

Mandatory Vaccination Policy



The purpose of this policy is to ensure the health and safety of all workers, patients, clients, guests, visitors and other persons at ABC Company workplaces against illnesses when there are safe and effective vaccinations available to provide immunization against those illnesses. For purposes of applying this Policy, such illnesses include both seasonal and novel influenza strains.

ABC Company chose to implement this policy after considering the costs, risks and benefits of vaccination. We recognize that some individuals may wish not to receive the vaccination. However, we also recognize that all responsible and knowledgeable experts in public health agree that the scientifically demonstrated benefits of the flu vaccination greatly exceed the risks of receiving it.

1. POLICY

All (list job positions of high-risk employees to whom this policy applies) are required to obtain influenza vaccinations annually according to schedules established for each particular year and in response to outbreaks. This mandatory vaccination policy also applies to COVID-19 coronavirus if and when a vaccination for the virus becomes publicly available. Where reasonably practicable, ABC Company will make vaccinations available to staff members free of charge.

2. EXCEPTIONS

Staff members who have been recently vaccinated elsewhere may satisfy this requirement by providing written documentation of the vaccination they received. ABC Company will also provide accommodations, which may include exemptions, to the point of undue hardship to staff members who have legitimate religious objections to being vaccinated, disabilities making it difficult, impossible or dangerous to be vaccinated and to accommodate other personal characteristics or conditions protected by (jurisdiction's) human rights laws.

3. CONSEQUENCES OF NONCOMPLIANCE

ABC Company reserves the right, at its sole discretion, to impose disciplinary

actions on employees who refuse to get the vaccinations required by this Policy up to and including termination, in accordance with the ABC Company progressive discipline policy and the terms of applicable collective agreements.