



## CHAMPAGNE AND AISHIHIK FIRST NATIONS

### CAFN - Policy on Covid 19 Vaccination for Employees

---

June 30, 2021

Effective on: Monday July 5, 2021

Department: All

#### Purpose

1. To promote a safe workplace for employees and Citizens and to provide guidance to administrators about how to manage issues that may arise in relation to Covid 19 vaccination.

#### Application

2. This Policy applies to
  - a. employees of Champagne and Aishihik First Nations,
  - b. members of the First Nations Council, and standing Committees, and
  - c. anybody coming into CAFN work spaces to do work for CAFN, including contractors.

#### Definitions

3. In this Policy
  - a. "Citizen" means a Champagne and Aishihik First Nations Citizen or a person enrolled under Champagne and Aishihik First Nations Final Agreement or both,
  - b. "close contact" means anyone whose work requires them to be within two metres of a person (Citizen or other employee) in the course of their work for a period of 15 minutes or more of cumulative contact, i.e. multiple interactions for a total of 15 minutes or more, even if a mask was worn during that contact, or has direct contact with infectious bodily fluids of a person or who provides direct care for a person or has physical contact with a person – wearing a mask is not sufficient to exempt you from being considered "in close contact"; and
  - c. "employee" means Champagne and Aishihik First Nations employee and includes members of the First Nations Council, Standing Committee Members and contractors working for CAFN where the contractor is working directly with employees or Citizens,

- d. “fully vaccinated” means taking all doses of vaccination for Covid 19 that are currently recommended and approved by Health Canada, including any boosters which may be recommended,
- e. “voluntarily” means of your own free will and not required – a request as opposed to a rule or requirement (i.e. not mandatory).

## **Policy**

- 4. CAFN encourages all employees to get fully vaccinated against Covid 19 to help to ensure the safety of CAFN Citizens, especially elders, young children and vulnerable people, to protect other CAFN employees, to protect health care capacity in remote Yukon communities and to contribute to herd immunity.
- 5. CAFN encourages employees who are not fully vaccinated against Covid 19 to disclose their unvaccinated status to their supervisor. This will allow the supervisor to work with the employee to find ways for them to continue in their employment while mitigating the risks to vulnerable Citizens and other employees if necessary (ie. for example if the employee comes into close contact with vulnerable Citizens and/or other employees in the course of their employment).
- 6. Accommodation may include, but is not limited to:
  - a. allowing an employee to work from home;
  - b. providing an isolated work environment for the employee,
  - c. other remote work arrangements;
  - d. providing alternative/comparable work that can be completed remotely;
  - e. shiftwork or altered hours;
  - f. wearing extra personal protective equipment or creating a work space that has additional COVID protections in place;
  - g. moving the staff to other comparable positions where close contact with citizens is not required; and,
  - h. other accommodation as appropriate.
- 7. If the government of Canada or the Yukon Government makes it mandatory that employees in specific settings are vaccinated for Covid 19 (i.e. daycares) those rules shall apply to employees working in the same or similar settings for CAFN.
- 8. Any information about an employee’s vaccination status will be protected by CAFN, and information about an employee’s vaccination status will not be retained on the employee’s file once accommodation measures have been put in place amongst CAFN and an employee without the employee’s consent.