



CANADIAN UNION OF PUBLIC EMPLOYEES

Local 2011

District of Saanich

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Dear Fellow CUPE 2011 Members:

The union has become aware of the recently announced mandatory vaccination memo that was sent on behalf of Paul Thorkelsson dated October 27, 2021.

There have been many phone calls from concerned members regarding their future employment status should they choose not to provide proof of vaccination status to the District by Dec 13, 2021.

The union has not seen the employer's policy, and so our ability to provide comment is limited. However, the union has been in contact with CUPE National's legal department throughout the pandemic and we advise the members generally as follows:

Members who refuse to adhere to the employer's policy may face penalties that impact their employment with the District of Saanich. The best way to ensure your employment continues without impact is to get vaccinated.

CUPE 2011 will file grievances for any member who, because of their personal choice, is removed from the workplace either by suspension, termination, or forced unpaid leave. We will do all we can to support members, however, we cannot guarantee that grievances will ultimately be successful.

We have been advised by CUPE National that the process for each grievance will likely be very lengthy and there is no realistic expectation of receiving a decision on any challenge in the near future. The timeline to become vaccinated will likely "out race" any grievance arbitration process.

The union has been advised that the Employer will include provisions in the policy to allow members to request accommodations for legitimate human rights based exemptions. The union will work with the employer and individual members on these accommodations and will file accommodation grievances if, and where, necessary.

As we become aware of further details of the employer's policy, we will act accordingly.

Thank you,

Ryan Graham

President | CUPE 2011