



Official Position on Mandatory Vaccinations

The responsibilities of the Canadian Association of Professional Employees (CAPE) in matters related to the COVID-19 pandemic are to represent its members before the Employer in consultations – including through workplace health and safety committees, and to inform and defend individual members who bring to the CAPE’s attention specific cases where management decisions affect their rights.

CAPE invites all its members to follow recommendations and directives from public health officials (PHAC and Health Canada), which include vaccination.

At the same time, it recognizes that in exceptional cases there will be members who will have legitimate reasons, such as medical contraindications or religious objection, for not being fully vaccinated.

Our Conditional Support

CAPE supports the introduction of a mandatory vaccine policy **provided**:

- It is only introduced after meaningful consultation with all bargaining agents on the terms of the policy, how it will be administered and how it will be monitored and enforced.
- It is not a blanket approach and is limited to jobs that require it.
- It provides for accommodation measures for those who are not fully vaccinated for legitimate reasons.
- It protects the privacy of the information received.

Our Preferred Approaches

Prioritizing Remote Work

Considering the successful and general use of the 'work from home' measure adopted by the government since March 2020 to manage the COVID-19 pandemic, it is CAPE's position that, until such time as the pandemic is over, the Employer should continue with its strategy of relying first and foremost on work from home to minimize the spread of the COVID-19 virus in the workplace.

Prioritizing Health and Safety in the Workplace

For those employees who are unable to work from home, or wish to return to the workplace due to their personal circumstances, it is CAPE's position that the Employer must:

- Encourage full vaccination of employees who are expected to access public service workplaces.
- Take measures to ensure the health and safety of all employees when they are in the workplace.
- Provide for the accommodation of employees who are not fully vaccinated for legitimate reasons.

Protecting Our Members

CAPE is committed to fighting for any member who is adversely impacted by the federal mandatory vaccine policy and whose case has merit.

CAPE will continue to advocate for the adoption of return to the workplace measures that are not in contravention with our members' human rights nor unnecessarily punitive.