



## **FAQ — CAPE filing policy grievances regarding the TBS Mandatory Vaccination Policy**

### **What was announced? What does it mean?**

On May 17, CAPE announced it had [filed two policy grievances](#), one on behalf of its EC members and the other on behalf of its TR members, against their employer, the federal government.

**Currently**, the best way to keep everybody safe is to allow all employees to work from home.

While CAPE is of the view that it remains a legitimate requirement for the government as employer to ask its employees to come to the workplace vaccinated, the small number of members who cannot be vaccinated, again, should be accommodated.

CAPE believes the evolving context makes it difficult to continue justifying the current terms of the Mandatory Vaccination Policy, and that adjustments were expected as part of the six-month review of the policy, which never took place.

- CAPE argues that at this stage the most effective way to protect employees' health and safety and prevent contagion is to allow all its members to work from home, with some specific exceptions.
- The practice of suspending employees without pay because they are unvaccinated should cease immediately. All unvaccinated employees should be provided with accommodations such as remote work, daily testing, PPE requirements, for example.
- There is no workplace health and safety rationale for requiring individuals who are working remotely to be vaccinated.

With 98.5 percent of public service employees having been vaccinated, it should be possible for the employer to accommodate all employees who cannot or do not wish to be vaccinated, either for medical or religious reasons or otherwise.

In short, individuals who are not required to go into the workplace should not be required to provide proof of vaccination until such time as they are required to return to the workplace.



**What is CAPE’s position on mandatory vaccination?**

CAPE maintains its original position that members who do not wish to be vaccinated should be accommodated rather than suspended without pay. CAPE believes its members should be accommodated by being allowed to continue to work from home.

**Why is CAPE defending approximately 100 of its members who have been suspended without pay because of being in violation of the Policy?**

CAPE owes a duty of faire representation to all its members and is committed to defending members impacted by the policy whose cases are legitimate and have merit.

Ultimately, it is the Federal Public Sector Labour Relations and Employment Board that will make a determination as it concerns employees' rights in regard to the Mandatory Vaccination Policy.