

# COVID-19 UPDATE

## Keeping You Safe



Thunder Bay Regional  
Health Sciences  
Centre

To: All Staff, Professional Staff, Learners, and Volunteers

From: Dr. Peter Voros, Executive VP, Patient Care Programs, Regional VP, Cancer Services, North West Regional Cancer Program

Date: September 8, 2021

RE: **COVID-19 Vaccination Declaration Non-Compliance Process**

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The health and safety of all staff, professional staff, patients, care partners and the community is our utmost priority. Directive #6 from the MOH requires that all hospitals ensure that staff who have not shared that they are fully vaccinated for COVID-19 must be antigen tested, at minimum, one time per week and must complete a COVID-19 Vaccination Education program, unless they have a valid medical exemption for vaccination.

As such, the Hospital has developed and approved a vaccination policy that requires all workers to declare whether they are fully vaccinated, have a medical exemption, or are choosing to not share their status or not get vaccinated.

In addition, those vaccinated must provide proof of both doses; those with a medical exemption must supply the exemption; and those not vaccinated or choosing to not share their status must complete the Education program in Dualcode LMS. Everyone not fully vaccinated must complete antigen testing.

To ensure compliance, all aspects of the above procedure must be completed by **midnight this Friday, September 10, 2021**. Those who have been actively at work and do not complete all aspects of the declaration by this deadline will be required to begin antigen testing at minimum on a weekly basis. Those who refuse to comply with the declaration process and/or required antigen testing will be subject to progressive discipline. They will be required to meet with their manager to receive an education letter as the first step of discipline.

Please note the following:

1. Workers who have not been vaccinated or chose not to disclose their vaccination status will complete the COVID-19 Vaccination educational program approved by the Hospital and will submit to point of care antigen testing requirements as directed by the Hospital.
2. Workers who have been actively at work and have not submitted their COVID-19 Vaccination Declaration **by midnight this Friday, September 10**, will be required:

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- to complete the COVID-19 Vaccination educational program approved by the Hospital;
- to participate in antigen testing as directed by the Hospital and be prepared to provide proof of negative results before their next shift; and
- Managers to whom these workers report will enforce compliance with the declaration process. Refusal to complete the declaration process may result in the progressive discipline process for non-compliance with the Hospital's COVID-19 Vaccination Policy.

Your cooperation is appreciated.

Please contact your Manager if you need assistance with declaration process or with any questions or concerns.

All Hospital COVID-19 updates are available on the iNtranet at <https://comms.tbrhsc.net/covid-19-information/>.