

**Subject:** Covid-19 Updates - November 19, 2021 - Vaccine Mandate for Employees of CLBC Funded Agencies  
**Date:** Friday, November 19, 2021 at 11:57:44 AM Pacific Standard Time  
**From:** Ernie Baatz  
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**Attachments:** image001.png

Good Morning;

Below is an announcement from CLBC that the Provincial Health Officer has ordered that all employees of CLBC funded service providers be fully vaccinated by January 14, 2022. There are three key dates provided in the order:

- December 3, 2021 – all employees must provide their vaccine status to their employer
- December 10, 2021 – previously unvaccinated employees must have had their first shot and provide proof of vaccination.
- January 14, 2022 – previously unvaccinated employees must be fully vaccinated and provide proof of vaccination.

Spectrum cannot allow employees who do not comply with this order to work and will suspend without pay any employee who is not in compliance.

Under this Order, staff may request an exemption for a small [number of medical issues that are described here](#). To request an exemption, staff must have a doctor or nurse practitioner fill out a medical deferral which they must then send to the Office of the Provincial Health Officer, as outlined in the link above.

To get your first or second dose of the Covid-19 vaccine, register on BC's Get Vaccinated site:

<https://www.getvaccinated.gov.bc.ca/s/>

In the Vancouver Coastal Health region, there are vaccine clinics daily (Vancouver, Richmond, North Shore, Sunshine Coast):

<http://www.vch.ca/covid-19/covid-19-vaccine#clinics>

In the Fraser Health region, you can find local vaccine clinics here (Burnaby, Coquitlam, Surrey, Langley):

<https://www.fraserhealth.ca/health-topics-a-to-z/coronavirus/covid-19-vaccine/registration#.YZgBLi-95Y4>

Please let us know if you have any questions. In the CLBC announcement below there is a promise to provide more information next week and we will pass along that information as it becomes available.

### Ernie Baatz

Executive Director

Spectrum Society for Community Living

Express yourself. Build your network. Find your voice.

[www.spectrumsociety.org](http://www.spectrumsociety.org)

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## Be Calm, Be Kind, Be Safe

Unceded Coast Salish Territories of the Musqueam, Squamish, and Tsleil-Waututh Nations.

# CLBC Update



## New PHO Order for CLBC service providers about COVID vaccinations

Dear CLBC service providers –

The Provincial Health Officer (PHO) has issued an Order requiring staff of CLBC funded service providers to confirm that they are fully vaccinated against COVID 19, or have an exemption, by January 14, 2022. [You can read the PHO order here.](#)

The Order applies to staff of CLBC funded agencies, person centred societies and microboards as well as staff hired by individuals and families who have direct funding, including direct-funded respite contracts. Under the Order, the Provincial Health Officer has determined that persons receiving CLBC services in these settings often have health conditions or compromised immune systems which make them particularly vulnerable to severe illness and death from COVID 19 and that vaccination is the single most important preventive measure that can be taken to protect those we serve, other staff and caregivers.

The Order does not apply to home sharing providers where support is provided in a private residence.

CLBC service providers must now prepare and implement plans and cannot permit staff to work unless they comply with the following:

- **December 3, 2021:** Current staff members must report their vaccination status to their employer.
- **December 10, 2021:** Previously unvaccinated staff members must have received and prove that they have had their first dose or have an exemption.
- **January 14, 2022:** Unvaccinated staff members must have received and prove that they have had their second dose before this date.

CLBC is compiling further information, along with an email address to send questions, and will post this on our web site by end of day Tuesday, November 23, 2021. CLBC has convened a working group with service providers to provide policy guidance related to any service impacts, and we will provide this within the next two weeks. We expect to organize regional community of practice teleconference calls once we have prepared this guidance.

CLBC cannot provide human resource guidance or advice to service providers, but we urge you to draw upon your own internal human resources, legal and professional network resources for these questions. [Recently, for example, the Community Social Services Employers Association of BC \(CSSEA\) provided this guidance to help its members prepare for a mandatory vaccine Order.](#)

As you plan, it is important that you keep individuals and families informed and collaborate with them to address any service concerns.

Many individuals, families and service providers have asked for such an Order, and we welcome it as an important way to protect the health and safety of the individuals we serve.

Sincerely,

**Ross Chilton**  
CEO

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## **FAQs for CLBC Service Providers**

### **What is the new PHO Order?**

The Provincial Health Officer has issued an Order requiring all CLBC staff and staff of CLBC funded service providers to be vaccinated for COVID 19.

Staff of service providers must report their vaccination status to their employer by Dec 3, 2021, and unvaccinated staff must receive their first dose or have an exemption by December 10 and receive their second dose before January 14.

Under this Order, CLBC staff must provide proof of full vaccination by December 20, 2021.

Employers are not allowed to permit staff who do not comply with this Order to continue to work.

### **Who is covered by this Order?**

This Order applies to CLBC funded service providers, including agencies, person centred societies and microboards and staff hired by individuals and families who have direct funding, including direct-funded respite. The Order also applies to staff of CLBC. (CLBC staff have a different timeline and must be fully vaccinated by December 20, 2021)

### **Why is this Order needed?**

Under the Order, the Provincial Health Officer has determined that people we serve in these community service settings are vulnerable to more severe illness and death from COVID. The Order is necessary to protect those we serve, other staff and caregivers.

Many individuals, families and service providers have asked for such an Order to maintain confidence in the safety of CLBC services.

### **Why doesn't it apply to home sharing providers?**

The Order does not apply to home sharing providers because they provide support in peoples' private residences.

### **Are CLBC supported individuals required to be vaccinated under this Order?**

No. This Order applies to those who are involved in the delivery of services. CLBC has launched a ["You can too!" campaign](#) to encourage individuals served by CLBC to be vaccinated.

### **What is the timeline to comply? How long is the Order in place?**

- Service provider staff must report vaccination status to employers by December 3, 2021
- Unvaccinated staff must have their first dose or an exemption by December 10, 2021

- Unvaccinated staff must have had second dose before January 14, 2022  
The Order does not have an expiration date.

### **How does a staff person request an exemption?**

Under this Order, staff may request an exemption for a small number of [medical issues that are described here](#). To request an exemption, staff must have a doctor or nurse practitioner fill out a medical deferral which they must then send to the Office of the Provincial Health Officer, as outlined in the link above.

### **How do we treat staff members who do not comply?**

Under the Order, service providers cannot permit anyone who does not comply to continue to work.

CLBC cannot provide human resources advice, but we urge service providers to draw upon internal and external human resources, legal and professional network expertise around appropriate policies for staff who cannot work because of this Order.

### **What do we do if we lose staff? How do we manage that?**

We know that 87 per cent of eligible people in our province have been fully vaccinated, and we believe that is true of staff who work for CLBC funded service providers. We believe an Order will influence many of those who aren't vaccinated to become vaccinated.

However, CLBC service providers should develop contingency plans for the possibility that some staff will choose not to comply.

CLBC has convened a working group with service providers to develop guidance for managing service impacts. CLBC will distribute this guidance as soon as possible and organize regional teleconference calls to support service providers.

### **How do we work with individuals and families to explain this Order?**

CLBC asks service providers to inform individuals and families about this Order and keep them informed around your plans to implement the Order.

CLBC expects service providers to consult with families and collaborate if services are impacted.

### **Who can help us if we have a concern we cannot resolve?**

CLBC will provide more information on our web site along with an email address to send questions by end of day Tuesday, November 23. CLBC has a working group with service providers to develop guidance which will be distributed shortly. CLBC will organize regional community of practice calls where service providers can ask questions.