

# Advocacy briefing:

## *Mandatory vaccination in federal workplaces*

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October 12, 2021



Canadian Construction  
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# Government announcement



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## Federal public servants, RCMP and air and rail travellers must be vaccinated by month's end, Trudeau says

All would-be travellers must be fully vaccinated by Oct. 30 to board planes, trains or marine vessels



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Public Services and Procurement Canada

### Notice to Federal Contractors

The COVID-19 pandemic continues to have an unprecedented impact on the health of Canadians. COVID-19 vaccines are a critical tool that reduce the risk of COVID-19 and protect broader public health.

As a responsible employer, the Government of Canada is committed to protecting the health and safety of its employees. On October 6, 2021, the Government of Canada announced mandatory [COVID-19 vaccination across the federal public service](#).

In alignment with this important measure, all contractors and subcontractors working in federal government workplaces are also expected to be fully vaccinated. This requirement takes effect on **November 15, 2021**.

Implicated contractors should take the necessary steps to ensure their employees and subcontractors are aware of this requirement, and that they are able to fully comply with it.

This approach will ensure that federal workplaces are kept safe and that employees who work in them are protected.

Additional information about the requirement can be found [here](#).

# Timeline

- October 6: Government announced new policy
- October 15: New contracts will require certification
- October 29: Ongoing contracts certification deadline
- November 15: All personnel must be fully vaccinated

October, 2021						
Su	Mo	Tu	We	Th	Fr	Sa
26	27	28	29	30	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
November, 2021						
Su	Mo	Tu	We	Th	Fr	Sa
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	1	2	3	4

# Requirements for contractors

- All personnel who access federal workplaces will need to be fully vaccinated (Nov. 15).
- Suppliers will be required to provide a certification to their contracting authority.
  - Existing contracts: Will be contacted by the contracting officer (Oct. 29).
  - Future contracts: Certification will be a condition of the bid for new contracts (Oct. 15).
- Contractors who do not submit the certification may be subject to further measures, up to and including termination.

# Exclusions

- The vaccination requirement does not apply to:
  - federal construction sites under the custody of the construction manager.
  - contracts for services performed outside of Canada or contracts that are solely for the provision of goods.
  - contracts where services are solely performed in non-federal government workplaces.
  - situations where federal employees must enter contractor facilities.
  - contracted personnel who will only access common areas of buildings that are open to the public.

# Departmental approach

- Government departments and contracting authorities are planning the implementation.
- This situation is highly dynamic and will likely evolve over the next few days and weeks.
- Processes and enforcement should be similar between departments, but not identical.
- PSPC has already moved from individual certifications to bulked certifications (this will likely change further).
- DCC will release guidelines later today. These should be aligned with PSPC but will not refer to termination.