
ESA Vaccination Requirements

In Brief: All ESA employees must be fully vaccinated, limited only to approved and applicable Human Rights Code exemptions.

IMPORANT NOTE: For many of the sites ESA inspects, our inspectors have a statutory right of entry and are not subject to vaccine-related access restrictions.

However, ESA also recognizes the importance of protecting our staff and our communities. Thus, we have instituted a mandatory vaccine protocol as outlined below.

COVID-19 remains a serious health risk in our community. The ongoing spread of variants of concern means we must make every reasonable effort to protect our workplaces against the virus. COVID-19 vaccines have been approved by Health Canada and are available to all working-age Canadians.

According to public health information, COVID-19 vaccines are a safe method of giving individuals added protection against the effects of the COVID-19 virus and its variants and are an additional measure for limiting the risk of contracting and spreading the virus.

ESA is committed to protecting the health and safety of our employees and community, and we believe that COVID-19 vaccines are an important part of prevention and mitigation during the pandemic. ESA has a COVID-19 Vaccination procedure that implements controls to mitigate the risk of COVID-19.

Mandatory Vaccination Protocol

ESA is rolling-out this requirement in a tiered approach over the coming weeks and months based on job role and work functions.

1. Field Employees:

- Field employees that are not fully vaccinated must provide proof of first dose by October 20, 2021.
- **Proof of full vaccination is required by November 22, 2021.**

2. Office Employees:

- **Proof of full vaccination is required by December 22 2021.**

Note: Rapid testing protocols are in place in the interim for employees who are not fully vaccinated.