



October 18, 2021

Dear,

Please read the attached Fairhaven policy RCM-IC-670 (Vaccination Policy – COVID-19) very carefully.

As you are aware, the Associate Deputy Minister (ADM) for Long Term Care communicated, on October 1<sup>st</sup>, that: “...all staff, support workers, students, and volunteers provide proof of vaccination against COVID-19 or a valid medical exemption. Existing staff, students and volunteers, as well as support workers who currently attend the home, must provide this proof by November 15, 2021. Effective immediately, any new staff, support workers, students or volunteers must provide it before they begin working, undertaking their placement or volunteering in the home.” In the same memo, the ADM also noted that **anyone choosing not to provide proof of vaccination by that date will not be authorized to enter long term care facilities.**

To ensure continuity of care for our Residents, your position will be posted on Wednesday, October 20<sup>th</sup>, for a six-month period. These postings will be taken down on Tuesday, October 26<sup>th</sup>. It is imperative that you notify Lori Rowsell **before the postings come down on October 26<sup>th</sup>** if you have received your first vaccination and have an appointment for your second. If you do not notify Fairhaven, before October 26<sup>th</sup> that you have had one or both vaccine shots, the posting for your position will be awarded to the most senior applicant who will begin their new rotation on November 15<sup>th</sup>. If you decide to receive both vaccinations after November 15<sup>th</sup>, you will be allowed to return to work at Fairhaven after you provide proof of your inoculations. When you return, you will be able to apply for any open postings, or to accept open shifts, based on your seniority. After the end of the six-month temporary posting, you will be able to apply for the position that you hold, as of the date of this memo, which will be awarded based on the relative seniority of all applicants.

The majority of Homes have chosen to terminate the employment of those who refuse to be vaccinated for policy violation. Fairhaven has, instead, chosen to place unvaccinated employees on an unapproved leave of absence, the period of which is indeterminate and subject to review monthly. It remains our hope that all employees will follow the direction of Ontario’s Chief Medical Officer, Public Health Ontario, the Ministry of Health, the World Health Organization, and your CUPE union, and become vaccinated.

**Cc – Donna Paris, President, CUPE Local 131, Linda Curtin, Vice President, CUPE Local 131**  
**Encl. – Fairhaven Policy RCM-IC-670 (Vaccination Policy - COVID-19)**