

**From:** Radean Carter <[rcarter@wsd1.org](mailto:rcarter@wsd1.org)>  
**Sent:** September 9, 2021 10:56 AM  
**Subject:** Collection of Proof of Full-Vaccination

**To all WSD staff, union representatives and trustees via auto-distribution email**

September 9, 2021

From: Chief Superintendent/CEO Pauline Clarke and Senior Administration

Re: Collection of Proof of Full-Vaccination

It's the beginning of a new school year and a return to "near normal". Welcome back to all of our school staff and everyone returning from much needed vacations this summer.

On August 19, we shared with you the communication that went out to parents/guardians regarding the mask mandate and the province's restoring safe schools plan. There have been some additional changes since that time, most significantly Manitoba Public Health Orders regarding further measures related to vaccination or testing to promote safe schools.

Going forward, it is our current understanding that all staff, including substitutes and casual employees both in schools and at divisional buildings, will have two options under these orders:

1. Staff can provide evidence of full vaccination; or
2. Staff can undertake mandatory COVID-19 testing

According to statements and written documentation already provided by Public Health, **no exemptions, exceptions or accommodations exist in respect to these two options.**

We support the intention of Manitoba Public Health to keep our schools, students, colleagues and communities safe by encouraging greater vaccination. We also recognize, however, that there are decisions and choices for why testing may be preferred by an employee. We support either option you choose.

Our first step in the process of verifying who is fully vaccinated and who will require testing going forward is to collect vaccination verification in each of WSD's schools and buildings. Designated vaccine verification collectors may create a schedule to ensure physical distancing and work schedules are managed.

**If you are fully vaccinated**, please voluntarily present one of the following original proofs of full vaccination and photo identification to the appropriate person in your building (see list of contacts below) by **no later than September 17, 2021**:

- Manitoba Immunization Card (digital or physical)
- A secure printed provincial immunization record from either Public Health or the Shared Health online portal that shows immunization dates
- National Defence Canada COVID-19 Vaccine Record or card
- Canadian Public Health Association (CPHA) Travel Vaccination Record
- An official document issues by an appropriate health authority outside of Manitoba confirming your COVID-19 history

Only your name and vaccination status will be collected and used only for the purpose of determining which employees will become subject to mandatory testing once the Public Health Orders come into effect for WSD. All information collected will remain subject to The Personal Health Information Act\* and WSD policy EGC – Records Management and Retention.

**If you are not yet fully vaccinated**, you should present proof of vaccination once you are fully vaccinated (this includes the 14-day waiting period after your second dose.) If you choose not to be vaccinated or if you are not yet fully

vaccinated by the time mandatory testing starts, you will need to undergo regular testing until such time as you are fully vaccinated.

We value your dedication and service to our schools and to our community and trust that we can continue to depend upon your cooperation so that our students can access the education they need, in the safest environment we can provide.

Designated vaccine verification collectors are as follows:

Schools - Principal

Admin Building 1 and 2 – Eric Barnaby

Service Building – Mile Rendulic

PC-ERC – Donny Zoochkan Wyke

Clinical Support Services – Beth Rogers

Inclusion Support Services – Jon Olafson

Off Campus – main school Principal

Transportation – Navinder Basra

\*PHIA is accessible at: <https://web2.gov.mb.ca/laws/statutes/ccsm/pdf.php?cap=p33.5.M> In Manitoba, The Personal Health Information Act (PHIA) is a law that allows individuals to access their personal health information with limited exceptions. PHIA also requires that employers keep employee information private, safe and secure. The Act sets clear limits on collection: only the minimum amount can be collected and then, on a need to know basis only – employers can collect only the information that is necessary to accomplish the purpose. Individuals have the right to challenge the decisions of the division regarding their access to and protection of their personal health information. If the individual is not satisfied with the response from the division, they can make a formal complaint directly to the Office of the Manitoba Ombudsman.