

# BC Family Maintenance Agency Proof of Vaccination FAQ

October 5, 2021

- ❖ For information on how to get your COVID-19 vaccination in B.C., visit the [provincial vaccine registration website](#).
- ❖ For information on how to get your B.C. Vaccine Card, visit [Proof of vaccination and the BC Vaccine Card](#)
- ❖ For information on medical reasons for vaccination exceptions, visit [BC Center for Disease Control](#)

## Contents

1. What is required under the BCFMA proof of vaccination policy? .....	2
2. Why is the BCFMA implementing this policy? .....	2
3. How do I provide proof of my vaccination? .....	2
4. What if I am not fully vaccinated on November 22? .....	3
5. What if I am unable to be vaccinated for medical reasons? .....	3
6. Will my vaccination be recorded and tracked by the employer? .....	3
7. What about new employees who join the public service after November 22? .....	3

**These questions will be updated and expanded as details of the proof of vaccination policy are finalized.**

### 1. What is required under the BCFMA proof of vaccination policy?

On October 5, 2021, the Deputy Minister to the Premier announced BC Public Service employees will be required to provide proof of their vaccination confirming they are fully vaccinated effective November 22, 2021. BCFMA will follow the lead of provincial government and as of November 22, 2021 employees will be required to provide proof of their vaccination confirming they are fully vaccinated.

However, do not provide your proof of vaccination just yet. Wait until full details of the policy and additional supporting resources have been shared with employees and supervisors. This is expected to happen by November 1, and you will be notified when it is time to provide your proof of vaccination.

### 2. Why is the BCFMA implementing this policy?

Throughout the pandemic, the BCFMA has aligned its response to support the overall provincial pandemic response and has followed the guidance of the Provincial Health Officer (PHO). Implementing the proof of vaccination policy is consistent with that direction and is one additional measure to ensure our workplaces are as safe as possible. We also recognize that we have a role to play in supporting the provincial effort to increase vaccination rates to protect the health of our colleagues and our communities.

### 3. How do I provide proof of my vaccination?

Details on how the process will work will be shared by November 1. But proof of vaccination must be provided by showing your B.C. Vaccine Card to your manager. This can be done using either the digital or paper form of the card. Unlike when you visit a restaurant or other service provider where proof of vaccination is required, you do not need to show any other identification to prove your identity. However, any employee found to have in any way falsified or misrepresented their vaccination level will be subject to disciplinary action.

For information on how to get your B.C. Vaccine Card, visit [Proof of vaccination and the BC Vaccine Card](#).

#### **4. What if I am not fully vaccinated on November 22?**

The BCFMA is finalizing details of how to address instances where employees do not comply with the requirement to be fully vaccinated by November 22 and there are not legitimate grounds for an accommodation. Note, however, that personal preference is not considered a legitimate rationale for the employer to provide an accommodation. Refusing to comply with the proof of vaccination policy by November 22 may lead to employment consequences up to and including termination. More information on the details of the policy will be shared by November 1.

The November 22 timeline was chosen because it allows sufficient time for employees who have not yet received their first dose of vaccine to be still become fully vaccinated. For information on how to get your COVID-19 vaccination in B.C., visit the [provincial vaccine registration website](#).

#### **5. What if I am unable to be vaccinated for medical reasons?**

There may be a small number of employees who are unable to be vaccinated for legitimate medical reasons. You or your supervisor can contact Human Resources for assistance in considering a possible accommodation. Employees with medical concerns are encouraged to speak with their primary care physician and review the BC Center for Disease Control information about medical conditions and COVID-19 vaccinations. For employees with legitimate medical reasons a doctor's note indicating BC CDC exception will be accepted.

For information about vaccination exceptions please visit [BC Center for Disease Control](#).

#### **6. Will my vaccination be recorded and tracked by the employer?**

Final details of the process for confirming vaccination are still being confirmed, but we do not anticipate a need for the employer to keep records of any individual's proof of vaccination. In the case of accommodations, any information related to an employee's personal medical information will be treated with the same level of confidentiality that would apply with any other accommodation request.

#### **7. What about new employees who join the BCFMA after November 22?**

Consistent with the proof of vaccination policy, confirmation of full vaccination will be required from anyone accepting a new role in the BCFMA with a start date on or after November 22, 2021. Exceptions will be considered where there is a valid grounds for accommodation, aligned with BC CDC guidelines.