

Ontario Nurses' Association - Local 100
105-750 Baseline Road E.
London, ON N6C 2R5
Tele: 519-667-0937, Fax:519-667-2072
local100@skynet.ca, onalocal100.on.ca

Ontario Directive #6 re COVID-19 Vaccine Policies

The Ontario Ministry of Health (MOH) has issued Directive #6 regarding vaccination policies. Under the Directive, employers must develop vaccine policies, effective on September 7, 2021, as follows:

1. Provide proof of full vaccination against COVID-19; or
2. Provide written proof of a medical reason for not being fully vaccinated against COVID-19 and the effective period of time for the medical reason; or
3. Provide proof of completing an educational program approved by the covered organization, about the benefits of the COVID-19 vaccination prior to declining vaccination for any reason other than a medical reason. These sessions must at a minimum address:
 - How COVID-19 vaccines work.
 - Vaccine safety related to the development of the COVID-19 vaccines.
 - The benefits of vaccination against COVID-19.
 - Risks of not being vaccinated against COVID-19.
 - Possible side effects of COVID-19 vaccination.

Where an individual chooses not to be vaccinated (or to disclose their vaccination status) and participates in the education program or has a medical exemption, they will be required to participate in a regular antigen point-of-care testing program and demonstrate continued negative test results in accordance with the provincial guidance on antigen testing.

This Directive confirms ONA's position that while vaccines should be strongly encouraged, vaccines are not mandatory and, in fact, some employees will not be able to be vaccinated for reasons protected by human rights legislation, for example, disability or religion. Employees who are not vaccinated may be reassigned to non-patient care areas, if available.