



Corporate Financial Policy

Covid-19 Vaccination for Contractors

APPROVED: November 2021

NEXT REVIEW: November 2022

PURPOSE

Employers have an obligation to maintain a safe work environment for their workers. To help reduce the risk of COVID-19 transmission, a workplace vaccination policy is an important measure an employer can implement to protect their workers, contractors, and the public.

POLICY SCOPE

This policy applies to all City of Kelowna contractors performing work in a manner as in the Policy Statement below. City of Kelowna contractors at the Kelowna International Airport must also follow vaccination policies as directed by Transport Canada.

POLICY STATEMENT

This Policy requires that contractors must provide employees that are fully vaccinated against Covid-19 in the performance of their contract with the City when these work location conditions exist:

- it is indoors at a City of Kelowna Operated facility, and
- is in a shared physical space with City employees.

Even when fully vaccinated, contractor employees are still required to follow public health orders from the Provincial Health Officer and are to continue to practice all the preventive measures that have been recommended, including washing hands, maintaining a safe physical distance, wearing a mask, and staying home when sick.

The City will continue to maintain its existing [Communicable Disease Exposure Control Plan](#), including all protocols put in place to prevent COVID-19 transmission in the workplace.

VACCINATION REQUIREMENT

Vaccinations must meet the standards approved by authorities having jurisdiction in Public Health.

PROOF OF VACCINATION

Contractors must ensure they examine their employees' proof of full vaccination status prior to having them report to any City work location as outlined in the Policy Statement above.

CONSEQUENCES OF NON-COMPLIANCE WITH POLICY

Contractors not complying with this Policy may be subject to contract remedies, up to and including termination.

RELATED REFERENCES

- [Communicable Disease Exposure Control Plan](#)

Effective Date	Revised Date	Authorized By	Approved By
November 29, 2021		Financial Services, Divisional Director	City Manager