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# Navigating Mandatory Vaccination Policies

*November 18, 2021 at 9:30am PST (12:30pm EST)*

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## What Will We Be Discussing?

Since vaccinations have become available as a resource to fight the COVID-19 virus, many organizations are faced with growing challenges on how to mitigate evolutions of vaccinations and the workplace, especially as the workforce, society and economies open up and cyclic waves of infections continue to occur. This session will offer perspectives on what to know as you develop, implement and manage the many variables of legislations, health orders, collective agreements, policies, etc. on vaccination policies.

## Who will be Speaking?



**Shane Buchanan** and **Zoe Johansen-Hill** are lawyers with MLT Aikins LLP, a full-service law firm with 240+ lawyers serving Western Canada from offices in Winnipeg, Regina, Saskatoon, Edmonton, Calgary & Vancouver. Shane and Zoe each maintain a general labour and employment practice. They provide an understanding of the issues faced by business leaders and provides practical solutions to all areas of labour and employment law including issues related to COVID-19,

collective agreement interpretation, workplace policies, discipline and discharge, employment contracts, OH&S, workers' compensation, labour standards and human rights.

Shane and Zoe will discuss how employers across Canada are looking for guidance on implementing vaccination policies and dealing with exemption requests. What will these policies mean for organizations and employees moving forward? They will provide an overview of the different types of vaccination policies and look at the legal risks associated with them. They'll also discuss a number of issues related to implementing vaccination policies, including how to respond to medical and religious exemption requests.



**Scott A. Moore, Esq.** has been in the emergency medical services field for nearly 30 years. Scott has held various executive positions at several ambulance services in Massachusetts. Scott is a licensed attorney, specializing in Human Resources, employment and labor law, employee benefits, ambulance service reimbursement, and corporate compliance matters. Scott is the Human Resources & Operational Consultant to the American Ambulance Association (AAA) and frequently lectures at EMS conferences. In addition, Scott created Newton 360, a performance feedback and operational efficiency mobile platform designed specifically for EMS agencies.

Scott will provide a brief comparative US overview about who is subject to these new rules and what steps they will need to take to be compliant. Additionally, he will discuss the basic elements of a legally compliant workplace vaccination program, the importance of having a trained professional to manage and document accommodation requests, the need for an individualized approach to engaging in the interactive process with requesting employees, and the practical challenges as experienced by an experienced EMS leader.

# Membership Services Webcast

## When Will We be Online?

Session date: Thursday, November 18, 2021  
Start time: 9:30am Pacific / 12:30pm Eastern  
Duration: 1 hour

**Please TAKE NOTE of a few LOGIN Changes highlighted below.**

## How to Connect with this National Session?

Please accept this email as an electronic invitation to join an Online Presentation. You may forward this invitation to others who may be interested in participating. All you need to attend is a web connected PC and a telephone. If your group is meeting in a central location, please consider using a speakerphone and video projector so all attendees can view the presentation and participate in discussion.

### Connection information for this Webinar

Session number: 2467 626 4533  
Session password: emschiefs

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1. Go to <https://firstwatch.webex.com/firstwatch/k2/j.php?MTID=t3db0f05718cfab52774a739ef9e10dec>
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  3. Enter the session password: emschiefs.
  4. Click "Join Now".
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## Membership Services Webcast

1. **Click or cut and paste the following link into your browser's field:** <http://firstwatch.webex.com/training>
2. You will arrive at the FirstWatch WebEx Training Center where today's scheduled meetings are displayed. Look for a meeting with the same topic as this session and click the "Join Now" link to the right of the meeting topic.
3. Follow the on-screen directions and enter your Name, Email Address, and the meeting Password: **emschiefs**. Press OK.
4. A WebEx Training Manager window may appear. Follow the on-screen instructions and install the WebEx software if necessary. This process may take several minutes.
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1. Go to <http://firstwatch.webex.com/training>
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If you have any questions, please contact FirstWatch Solutions at: (760) 658-9886 ask for Sara Cinquegrani Cappiello.

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