

From The Hall

I.B.E.W. Local 2067

Newsletter #35 / October 22, 2021

Provincial Government of Saskatchewan's Covid Mandate

Brothers and Sisters.

The past couple of years have been challenging, unprecedented and unpredictable. I would like to acknowledge all the members who have made the decision to comply with the guidelines, mandates and health care professional's recommendations and have received their vaccines.

All Members are now aware that SaskPower will be enforcing their policy regarding the Government of Saskatchewan's Covid Mandate.

SaskPower's timeline policy for full vaccination:

If you are a member who has made the decision to be fully vaccinated, but unable to meet the timelines and feel you were aggrieved by the Company, contact a Shop Steward in your area to put forth a grievance on your behalf. (a list of shop stewards can be found on our website, link at the bottom of this communication)

SaskPower's policy regarding for Company time off for testing:

If you have asked your supervisor for time off for testing and been told no, or to have that testing paid for and been told no and feel you were aggrieved by the Company contact a Shop Steward in your area to put forth a grievance on your behalf.

Non-Compliance:

If you have made the choice not to comply with either vaccination or testing or disclosure of anything you are in violation of SaskPower's policy as well as the long-standing arbitration law of "work now grieve later". If your actions or inactions result in termination the Local Union will file a grievance on your behalf at that time.

The Provincial Government's Covid Mandate and SaskPower's Covid Policy Guidelines and enforcement of such are not the Union's. It is the Union's role to represent all our members and bring forward issues. That does not mean that the Union will be successful in these endeavors. The fact is the Provincial Government of Saskatchewan put forth their Covid mandate, created regulations and has placed those regulations into the Saskatchewan Employment Act. Those regulations are now law.

Article 15 – Safety and Health of the current collective bargaining agreement states “The Union and Company also agree that collectively and individually, Management and In-Scope Employees will recognize and abide by the Corporation’s Safety Rules, Policies, Standards and Procedures. The Union and the Company further agree that they will co-operate fully in the application of such safety rules and regulations and abide by the regulations of the Saskatchewan Employment Act for the Province of Saskatchewan.

Saskatchewan Human Rights has stated that outside of allowing for “Code Protected characteristic and reasonably accommodated” ... “Vaccine Mandates requiring proof of vaccination or negative testing are generally permissible under the Code”

See:

[COVID-19 Vaccines, Vaccination Mandates, and Human Rights - Saskatchewan Human Rights Commission](#)

Also be aware that non-compliance can or may affect any potential EI claims.

[EI Regular Benefits - Do you qualify - Canada.ca](#)

From the above link in the Government of Canada web site:

COVID-19 vaccination

“In most cases, if you lose or quit your job because you didn’t comply with your employer’s mandatory COVID-19 vaccination policy, you won’t be eligible for EI regular benefits. To determine if you’re eligible, we may contact you to obtain information such as:

- if your employer clearly communicated a mandatory COVID-19 vaccination policy to you
- if you were informed that not complying with the policy would result in you losing your employment
- if applying the policy to you was reasonable within your workplace context
- if you have a valid reason for not complying with the policy and your employer didn’t provide you an exemption

We’ll use the facts provided by you and your employer to determine if you’re entitled to benefits.”

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