COVID-19 vaccinations and your workforce Conducting a global risk assessment

As we enter a new phase of vaccinating against COVID-19, can employers protect their workforce by requiring employees to be vaccinated before a return to the workplace? For multinational employers, this raises legal issues across the globe and a careful assessment will need to be made.

KEY ISSUES FOR EMPLOYERS

- **Prohibition** is there a prohibition against a requirement that employees be vaccinated? Even if there is no prohibition, can an employer take lawful disciplinary action for failure to vaccinate?
- **Discrimination** could a requirement to vaccinate discriminate against certain groups based on medical reasons or religious belief?
- Privacy how should sensitive employee vaccination data be handled and stored? For what purposes can the data be shared with other employees?
 Can the data be used for any after disciplinary action? Is employee consent required?
- **Justification** can a requirement to be vaccinated be lawful taking into account the sector and industry, and the nature of the workplace?

HOW CAN WE HELP?

- Assessing local laws and whether a requirement to vaccinate can be lawfully justified given the health and safety objectives, and enabling a safe return to the workplace.
- Assessing any potential exposure and the practical risks for your business, including reputational risks.
- Providing clear practical advice with recommendations.

WHY DENTONS?

- We are the world's largest law firm with offices in 81 countries and more than
 450 employment lawyers globally.
- Our Canadian employment team has significant experience managing and advising on global employment projects. We act as a "one-stop shop" providing the advice you need in other jurisdictions.
- We have you covered wherever you do, or want to do, business with our global presence to limit you having to deal with multiple law firms to assess local COVID-19 vaccination risks.

PRICING

- Our Canadian employment team sits across Calgary, Edmonton, Montréal, Ontario, Ottawa and Vancouver.
- Our delivery model enables us to offer clients cost-effective pricing options and competitive rates.
- We can offer fixed fees and capped fees.

GET IN TOUCH

• Connect with any one of our Canada contacts on the following page or another member of the national Employment and Labour team.

Canada contacts



Catherine Coulter
Leader of Ottawa Labour
and Employment Practice
D +1 613 301 1127
catherine.coulter@dentons.com



Adrian Elmslie
Leader of Edmonton Labour
and Employment Practice
D +1 780 423 7364
adrian.elmslie@dentons.com



Eleni Kassaris
Leader of Vancouver Labour
and Employment Practice
D +1 604 629 4982
eleni.kassaris@dentons.com



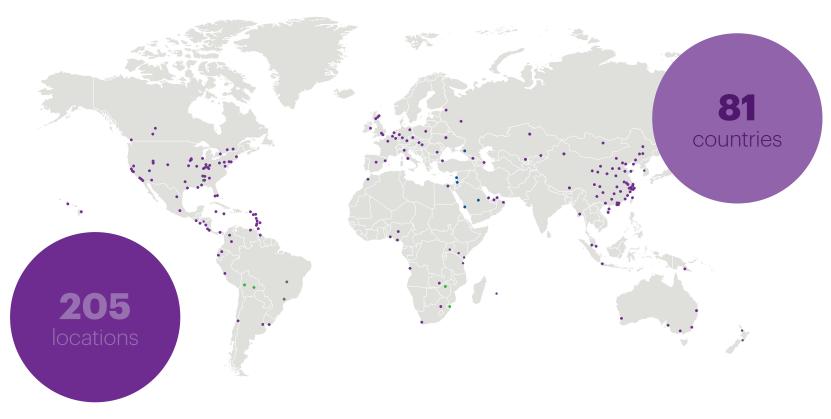
April Kosten
Leader of Calgary Labour
and Employment Practice
D +1 403 268 3108
april.kosten@dentons.com



Christian Létourneau
Leader of Montréal Labour and
Employment Group and National
Leader of Dentons Canada's
Employment and Labour Practice
D +1 514 878 8860
christian.letourneau@dentons.com



Andy Pushalik Leader of Toronto Labour and Employment Practice D +1 416 522 2880 andy.pushalik@dentons.com



© 2021 Dentons. Dentons is a global legal practice providing client services worldwide through its member firms and affiliates. This publication is not designed to provide legal or other advice and you should not take, or refrain from taking, action based on its content. Please see dentons.com for Legal Notices.