

Vaccination Requirements for New Employees

The Pembina Trails School Division is committed to upholding its statutory obligations to provide a safe environment to all students who attend our schools and all employees who work in our facilities (Public Schools Act 41 (1): Workplace Safety and Health Act 4(1) and 4(2).

The additional resources, funds and managerial time related to mandatory frequent testing is extensive and will be reserved for existing staff.

Therefore, for the duration of the Public Health Orders and Directives with respect to COVID-19 and the requirement of educational workers to be fully immunized or submit to testing, full immunization will be a pre-condition of employment.

The Division will provide the option of mandatory frequent testing for employees on contract on September 7, 2021. All employees hired on contracts starting on September 7, 2021 or later, including but not limited to teachers, educational assistants, library technicians, secretaries, bus drivers, trades and custodians will be required to be fully vaccinated before an offer of employment is made.

The requirement for full vaccination as a pre-condition of employment is one designed to protect our students and staff for as long as deemed necessary by the Pembina Trails School Division.

For the purposes of this policy, “fully vaccinated” shall mean individuals who have received both doses (any combination) of an approved two dose COVID-19 vaccine (AstraZeneca, Pfizer, Moderna), or a single dose of an approved single dose COVID-19 vaccine (Janssen/Johnson & Johnson) with more than 14 days having passed since the final vaccination was received, which definition shall be subject to ongoing amendment and compliance with the Manitoba Public Health definition of “full vaccination” which may exceed the current dosage definition.

Accommodation will be made for otherwise qualified potential new employees who meet the criteria for an exemption from COVID-19 vaccination as outlined by the [Province of Manitoba](#).

Accomplish Anything

Adopted	Reviewed	Revised	Page
		BD20211028.1011	1 of 1