



# WHITE LAKE LIMITED PARTNERSHIP

*White Lake Resources Corporation, General Partner*

Phone: (807) 822-2624  
Whitelakelp.ca

Policy Title: Covid-19 Vaccination  
Date Effective: November 15, 2021  
Approval Date: October 21, 2021  
Review Date: 90 days from approval, or as required by changes to regional/provincial/national legislation  
Approved by: WLRC Board of Directors in its capacity as general partner of the White Lake LP

Signature: \_\_\_\_\_

Norman R. Jaehrling, CEO

## **Policy Statement**

This policy applies to White Lake LP and White Lake Resources Corporation. The COVID-19 pandemic has caused significant morbidity and mortality and vaccines currently approved in Canada have been shown to be safe and effective against symptomatic COVID-19.

Contingent upon vaccine availability, all eligible employees, staff, contractors, volunteers, students, and directors who work in Mobert or attend the WLLP offices in Mobert, are required to receive a COVID-19 vaccine, unless they have a medical exemption.

WLLP/WLRC will continue to monitor the ongoing COVID-19 situation and recommendations. This policy will be reviewed on a continuous basis at an interval of every 3 months for 1 year and as may be required due to changes in regional/provincial/national policies and legislation

## **Purpose**

White Lake LP is dedicated to ensuring the health and safety of all employees, clients, and families. As such, this policy will:

- Ensure protection to employees, clients, and families against symptomatic COVID-19, and
- Inform employees of their immunization options and the potential consequences for non-immunization.

## **Application of this Policy**

This policy applies to:

- Employees, consultants, staff, suppliers, contractors (including people on contract, and people employed by an employment agency or other third party)
- Students on an educational placement,
- Volunteers;
- Directors;
- Clients

In the case of WLLP employees whose work is carried out at locations outside of Mobert, Ontario (eg: contract labour), the vaccination policies of those specific workplaces shall apply.

## **Scope of the Policy**

Any employee, staff, contractor, volunteer, and/or director that is employed by White Lake LP must provide proof of one of the following:

1. Full vaccination against COVID-19
  - a. If the individual has only received the first dose of a two-dose COVID-19 vaccination series approved for use in Canada, proof that the first dose was administered and based on recommended guidelines, proof of administration of the second dose, or
  - b. Proof of all required doses of a COVID-19 vaccine approved for use in Canada
2. Written proof of a medical reason, provided by a physician or nurse practitioner that sets out
  - a. A documented medical reason for not being fully vaccinated against COVID-19; and
  - b. The effective time-period for the medical reason.

If the employee, staff, contractor, student, volunteer, or director does not provide proof of being fully vaccinated against COVID-19 in accordance with section 1, but instead relies upon the medical reason described in section 2, the employee, staff, contractor, volunteer, director, or student shall:

- a. Submit to regular antigen point of care testing for COVID-19 and demonstrate a negative result, once every 72 hours



- i. For tests provided by Netmizaagamig Nishnaabeg, there will be no charge to the employee, staff, contractor, student, volunteer, or director. This will continue to be assessed and there may be a charge per test at a later date
- b. Provide verification of the negative test result to a Manager to confirm the result
- c. Always wear a medical/surgical mask in the workplace, including any outdoor, or partially outdoor workplaces

If the employee, staff, contractor, student, director, or volunteer does not provide proof of being fully vaccinated against COVID-19 or proof of a medical reason for not being vaccinated, the subject individual will be placed on unpaid administrative leave for a period not to exceed 90 days, during which they will be provided an opportunity to comply with this policy. If after the 90 day period, the subject individual is still not compliant, their employment with WLLP will be terminated.

All visitors to the WLLP office shall be required to provide proof of vaccination, proof of medical exemption, or complete a rapid test on site prior to entering the office or work site.

Managers must collect and maintain information regarding vaccination status as follows:

- a. Ensuring their staff provide proof of immunization in accordance with the policy
- b. Responsible for maintaining accurate records in a safe and secure manner that protects staff personal information

Managers must collect, maintain, and disclose statistical (non-identifiable) information as follows:

- a. Documentation that includes (collectively, "the statistical information"):
  - i. The number of employees, staff, contractors, volunteers, and students that provided proof of being fully vaccinated against COVID-19
  - ii. The number of employees, staff, contractors, volunteers, and students that provided a documented medical reason for not being fully vaccinated against COVID-19; an
  - iii. The total number of WLLP employees, staff, contractors, volunteers and students to whom this policy applies

WLLP is committed to human rights accommodation up to the point of undue hardship where a person is unable to vaccinate for human rights protected reasons. Such situations will be assessed on a case-by-case basis.

The organization will help those who are looking to obtain a medical exemption to find a medical practitioner who can assist them in assessing whether they meet the

requirements of a medical exemption as determined by the Ministry of Health of Ontario. The organization will also help to facilitate access to advise information and education for those who continue to refuse vaccination.

#### Other COVID-19 Protective Measures

All WLLP policies and procedures with respect to COVID-19 protective measures continue to apply to all vaccinated and unvaccinated employees, staff, contractors, students, directors and volunteers. Vaccinations do not replace PPE hand washing, cough hygiene and physical distancing. PPE and all COVID-19 precautions continue to be in effect unless otherwise directed.

Related Forms and Policies
1. Directive #6 for COVID-19 Vaccination Policy in Health Settings – Ontario Chief Medical Officer of Health
Ontario Human Rights statement – <a href="http://www.lhrc.on.ca/en/news_centre/ohrc-policy-statement-covid-19-vaccine-mandates-and-proof-vaccine-certificates">http://www.lhrc.on.ca/en/news_centre/ohrc-policy-statement-covid-19-vaccine-mandates-and-proof-vaccine-certificates</a>
Ministry of Health Medical Exemptions to COVID-19 Vaccination Medical Exemption Guidance (gov.on.ca)
COVID-19 Vaccination – Dilico Family Health Care
Netmizzagmig Nishnaabeg COVID-19 Vaccination Policy