



December 9, 2021

To: All Staff  
From: Ken Singer  
Re: Mandating the COVID-19 Vaccine

The safety of our individuals and staff are our priority. Our staff are testing positive at an increasing rate once again. Houses are under high alert. An individual is in the hospital due to COVID. We must keep everyone safe.

In light of the ongoing COVID challenges, we are mandating that all employees get vaccinated for COVID-19. We now require a copy of your vaccine cards on file by Jan. 31, 2021. All employees need to demonstrate that they received the approved vaccines.

For employees who do not provide the office with a copy of their vaccine card by Jan. 31 we may be forced to terminate. In lieu of a vaccine, staff may apply for a medical or religious exemption for consideration. You can see more details in our policy. Or contact Kristi Nastars, HR, for more information.

This decision did not come easy and was discussed among all the department leaders. The decision was unanimous.

We are not in a position to lose any staff. Every employee is critical to our programs. At the same time, we put all of our staff and individuals at risk by allowing unvaccinated staff to work in the programs. We serve some of the most medically-vulnerable people among us. While it is true that vaccinated staff are also testing positive, they are not effected as much as those not vaccinated, and pose a much less health-risk to the staff and individuals.

Now that vaccines are widely available, the federal government has mandated that private employers with more than 100 employees establish and enforce a vaccination policy. That federal policy has been challenged in the courts, and the issue is pending. However, as an Agency, we need to be ready. Should the federal policy get implemented, we can face penalties.

Regardless of the federal policy, we firmly believe safety comes first and feel strongly that we need this policy now.

To see BC Arc's full policy in effect starting today, go to [www.bcarc.org/employee-home/hrforms/](http://www.bcarc.org/employee-home/hrforms/)

We truly do not want to lose any staff. We hope everyone understands the critical need for this policy. We have all been struggling with COVID for two years now – at work and in our private lives. You have all been incredible through it all. Together we can strive to make BC Arc the safest place possible, so that you all come to work feeling protected. You deserve that for the work you do.