



2021-11-01

Private and Confidential

VIA COURIER

Gabriel Wilson

[REDACTED]
Ottawa, On
[REDACTED]

Organ & Tissue Donation & Transplantation (OTDT)

Dear Gabriel:

RE: Ten (10) Day, Unpaid Leave of Absence

Effective 2021-09-03 Canadian Blood Services ("CBS") implemented its COVID-19 Vaccination Policy (the "Policy"). Subsequently, on this same date and multiple occasions, you were informed that CBS would become a fully vaccinated workplace (against COVID-19) by 2021-10-31.

Consequently, in accordance with the Policy, you are being placed on an unpaid leave of absence for ten (10) business days effective November 1st, 2021. During this time your IT and building access will be deactivated. Should there be any change to your vaccination status between today and November 1st, or while on leave, the onus is on you to communicate that change to your Manager or Supervisor.

During this unpaid leave of absence, we will, to the best of our ability, seek to address any questions that you may have regarding the vaccine. Please direct any questions about the vaccine or COVID-19 Vaccination Policy to your Manager or Supervisor.

If, by 2021-11-16, you are still not able to demonstrate a fully vaccinated status, you will no longer be able to work for Canadian Blood Services and your employment will be terminated, with cause, in accordance with the Policy.

Gabriel, it is our hope that everyone who is able chooses to get vaccinated, and thereby continues to contribute to the great work that Canadian Blood Services does.

Sincerely,

[REDACTED]
Manager - Business Development and Integration - CTR

cc: Employee File
Business Partner