

2021-11-17

Private and Confidential

Gabriel Wilson

[REDACTED]
Ottawa, ON [REDACTED]

Dear Gabriel:

Effective 2021-09-03 Canadian Blood Services ("CBS") implemented its COVID-19 Vaccination Policy (the "Policy"). Subsequently, on this same date, you were informed that CBS would become a fully vaccinated workplace (against COVID-19) by 2021-10-31, and failure to become fully vaccinated would result in the termination of employment. As of today's date, you have failed to demonstrate a fully vaccinated status, or failed to demonstrate that you intend to become fully vaccinated.

On 2021-11-01, pursuant to the Policy, you were placed on a 10-day unpaid, leave of absence. Following the expiration of this leave of absence, you continue to be unable to demonstrate a fully vaccinated status, and, therefore, your employment will be terminated, with cause, effective immediately.

Your inability to demonstrate a fully vaccinated status violates the Policy. The purpose of the Policy is to continue to protect the health and safety of all employees, donors and volunteers from the spread of COVID-19. As an organization, CBS has a duty to safeguard the well-being, health and safety of all employees. The implementation of the Policy is intended to achieve that result, and ensure that all employees at CBS are able to work in a healthy and safe environment. Unfortunately, due to your vaccination status, you are unable to remain employed with CBS. While a difficult decision to end your employment, CBS has made this policy decision, and subsequently the decision impacting your employment, in the best interests of the organization.

During your employment with CBS, you have had access to a number of confidential matters and materials. You will appreciate that your obligation to keep these matters confidential continues beyond the termination of your employment. Should you have any property of CBS, including keys and/or access passes, or copies of confidential material at home, we would ask that these be returned to me.

If at any point in the future you become fully vaccinated against COVID-19, we welcome you to re-apply for employment at CBS.

Sincerely,

[REDACTED]
[REDACTED] Manager
Business Development and Integration

Cc. Employee File
Business Partner