

From: @bank-banque-canada.ca>
Sent: November 19, 2021 5:26 PM
To: Joseph Hickey <JHickey@bank-banque-canada.ca>
Subject Private

Category/Catégorie Protected A/Protégé A

Hi Joseph,

This is a follow up to our discussion on November 18, 2021 and is in response to your request for an accommodation based on medical, religious, sex and age grounds. Having reviewed your request in consultation with third party experts, the Bank has determined that you have not established that your request meets the threshold for a medical, religious, sex and age based accommodation. Should you wish to submit additional information for the Bank to consider further to your initial accommodation based on religious, sex and age request, please do so to my attention at your earliest convenience. Should you wish additional information in order to submit additional information for the medical third party's review based on that ground, please send a note using the following email and their representative will contact you to that end.

Please note that you will be expected to comply with the Bank's mandatory [COVID-19 Vaccination Policy](#). To the extent that you remain non-compliant, you will be placed on leave without pay or benefits as of November, 22, 2021; your employment may ultimately be terminated if you remain non-compliant after the leave period.

As discussed, your access to the Bank's system will be suspended. You will also be sent a pre-paid courier box for the purpose of collecting your Bank assets. This will be sent to the home address the Bank has on file for you. If this address is not up-to-date, please provide me with the

correct address Please provide me with a personal email address so that I may contact you during your leave, if and when required As well, you cannot come onsite and your building pass has been disabled

Should you decide to comply with the Bank's policy, please provide the dates you will be receiving, or have received, your first and second doses Once you have your second dose please use the attached form to attest that you are fully vaccinated. Once I receive this completed form from you, your system access will be restored, your Bank assets will be returned to you, and you will be reintegrated to work as soon as possible. You will be removed from leave without pay and benefits the day following your second dose However, please note that you will be required to work remotely for a 14 day period following the second dose, which is required to be considered fully vaccinated Upon restoration of your system access, you will also be required to update your vaccine status using the Bank's Service Now Attestation Tool.

I also wish to remind you that as a Bank employee you have access to the Employee Assistance and Family Program (EFAP) which is a confidential counselling and information service. Should you wish to avail yourself of their services, they can be reached at

Please let me know if you have any further questions.

Thank you,



Senior Employee Relations Specialist

Spécialiste principal des relations avec les employés

Human Resources | Ressources humaines

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