

## Employer vaccination mandates

Some employers may require their workers to be vaccinated as a condition of employment. If an employer has a vaccination mandate in place, workers are typically covered for vaccine reactions. There may also be additional considerations during the return-to-work planning process.

### Can an employer's vaccination mandate impact an injured worker's return to work?

It is an employer's responsibility to ensure their workers are aware of their vaccination policies.

WCB will explore all possible options to address barriers to return-to-work. For example, some employers may be able to provide a rapid testing option for unvaccinated workers or accommodate them in a different position or location.

### What happens if an employer cannot accommodate an unvaccinated injured worker?

When accommodation isn't possible, WCB may need to determine if the worker and employer have met their [duty to cooperate](#). If the employer is not reasonably able to provide accommodation and the worker is unwilling to meet the employer's vaccine requirement, WCB may be required to reduce or suspend the worker's compensation benefits in accordance with duty to cooperate legislation and [Policy 4-11, Part II](#).

### What happens if a worker was not previously made aware of their employer's vaccine policy?

If a worker was not previously made aware of their employer's policy, WCB may provide benefits for a short period of time to allow the worker time to comply with the employer's requirements. If granted, an extension may be provided for the minimum amount of time required to complete the full course of the mandated vaccine(s).

### Does WCB consider the reason why a worker has chosen not to be vaccinated?

The reason(s) why a worker chooses whether or not to vaccinate is not relevant to WCB's benefit and entitlement decisions. WCB will simply confirm if the worker has complied with the employer's professional standards, safety rules and employer policies applicable to temporary modified work and successful return to work as outlined in [Policy 04-11, Part I](#).

