

Employer vaccination mandates

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

Can my employer's vaccination mandate impact my return to work?

It is your employer's responsibility to ensure you are aware of your employer's vaccination policies. In cases where a vaccine mandate is in place and you are unvaccinated, you may be impacted if no suitable alternatives can be found to accommodate your return to work.

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

What happens if I'm unvaccinated and my employer cannot accommodate me?

When accommodation isn't possible, WCB may need to determine if both you and your employer have met your [duty to cooperate](#). If your employer is not reasonably able to provide accommodation and you're not willing to meet your employer's vaccine requirement, WCB may be required to reduce or suspend your compensation benefits in accordance with duty to cooperate legislation and [Policy 04-11, Part II](#).

What happens if I was not previously made aware of my employer's vaccine policy?

If you were not previously made aware of your employer's policy, WCB may provide benefits for a short period of time to allow you time to comply with your 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 I choose 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 you have complied with your 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](#).

