September 2, 2021

Dear Team Members,

The Board of Directors and I wish to express how grateful we are for your dedication to providing the best possible care for residents. By following infection, prevention and control protocols and being tested, you helped to safeguard residents and your team members from COVID-19. Vaccines have now provided us additional, safe and highly effective line of defense. Medical experts in Ontario, Canada and beyond have studied the vaccines and concluded they prevent serious illness, hospitalization and worse.

We have made tremendous efforts to educate and encourage team members of the benefits of vaccination. However, there remains a small percentage of staff who have declined vaccination. The safety of residents and staff is our primary concern. We are obliged under the Long-Term Care Homes Act, Retirement Homes Act to keep residents safe. We are also responsible under health and safety laws to take every reasonable precaution to protect staff. Canada’s Public Health officials, as well as our federal and provincial governments unanimously agree that our best option in the face of this pandemic is to get vaccinated.

With this in mind, Fairview Parkwood Communities’ Board of Directors met to consider how we can best ensure we are meeting our legal and ethical obligations. The Board members and I have consulted with our lawyer and reviewed the Charter rights of Canadians ([Section 7 of the Canadian Charter of Rights and Freedoms](https://www.canlii.org/en/ca/laws/stat/schedule-b-to-the-canada-act-1982-uk-1982-c-11/latest/schedule-b-to-the-canada-act-1982-uk-1982-c-11.html)) and our legal and ethical responsibilities.

I want to share that the Board has now approved a new policy, effective October 31, 2021, making COVID-19 vaccination mandatory (proof must be shown) as a condition of continued employment, and as a condition of continued access to our homes for students and volunteers. The only exemption is written proof of a medical reason. This aligns with our values and responsibilities. See attached policy.

We did not make this decision lightly and we are not the first to implement a mandated vaccination policy. Recently, a [coalition of national seniors’ living operators](https://www.globenewswire.com/news-release/2021/08/26/2287186/0/en/Seniors-Care-Coalition-to-Require-Mandatory-Vaccination-for-Long-Term-Care-and-Retirement-Home-Staff.html), led by Chartwell, Extendicare, Responsive Group, Revera and Sienna, announced a similar mandate with similar consequences for refusing vaccination for non-medical reasons.

It is our goal to fully support the remaining staff to get their vaccinations. *I am personally available to have a confidential conversation with each team member to ensure we understand each other clearly and to make the best decisions. I will be spending time in each home next week.* Those who are not vaccinated may schedule a meeting through a sign-up at the front desk. It is not a meeting where I will try to change your mind, only to ensure we have offered the education, guidance and support to help each person feel comfortable with their decision and make it as easy as possible to get vaccinated.

Our residents and your team members trust you and depend upon you to keep us all as safe and healthy as possible. It is my sincere hope that all staff will be fully vaccinated by October 31, 2021.

In kindness,

Elaine Shantz, CEO