

---

**Joint Committee for the Administration of the 15<sup>th</sup> Collective Agreement  
Memorandum of Agreement**

January 31, 2022

**COVID-19 Proof of Vaccination and Testing**

Without prejudice and precedent, this Memorandum of Agreement is in effect until April 30, 2022. It shall be revisited when updates to the NS Public Health Protection Order dated after January 19, 2022 OR the COVID-19 Protocol for Proof of Full Vaccination for Events and Activities dated December 21, 2021 are released.

WHEREAS the parties agree that having a proof of vaccination and testing program for the Acadia University community are important steps to protect Acadia University faculty, staff, contractors, and students against COVID-19, and, if implemented reasonably and fairly, form part of a comprehensive plan to ensure a safe campus.

Definitions

Fully vaccinated:

An individual is considered fully vaccinated to SARS-CoV-2, 14 days or more after receipt of the vaccine schedules listed below, following minimum dosing intervals:

- 2 doses of a 2-dose series of a Health Canada authorized COVID-19 vaccine (Moderna, Pfizer/BioNTech, AstraZeneca/COVISHIELD). This is inclusive of mixed vaccine schedules.
- 1 dose of a 1-dose series of a Health Canada authorized COVID-19 vaccine (Janssen/Johnson & Johnson)
- Complete series of a non-Health Canada, World Health Organization authorized COVID-19 vaccine (e.g., Sinopharm or Sinovac)

THE PARTIES HEREBY AGREE THAT

1. Members of the Acadia University Faculty Association (AUFA) shall have the option to disclose their vaccination status to the Acadia Occupational Health Nurse either in person or via email. Proof of vaccination is outlined in Section 2.2 of COVID-19 Protocol for Proof of Full Vaccination for Events and Activities December 21, 2021, and shall include, at a minimum,
  - the person's name
  - the brand(s) of vaccine received (such as Moderna, Pfizer, etc)
  - an indication that all required doses for that brand of vaccine were received, and
  - the date when the final dose was received

Members shall have the option of whether they wish to disclose the standard proof of vaccination developed by the Federal Government of Canada.

- 
2. For those faculty Members not fully vaccinated for valid medical reasons listed in Appendix A (Section 3.5 of COVID-19 Protocol for Proof of Full Vaccination for Events and Activities December 21, 2021), the Employee shall provide a Valid Medical Contraindication for COVID-19 Vaccination letter to the Employer from a physician or nurse practitioner. The Employer shall make accommodations, up to the point of undue hardship. The Employee shall participate with the Employer to reach the accommodations and may have an AUFA representative present during these discussions.
  3. Unvaccinated members or members who choose not to disclose their vaccination status shall have the option to:
    - (i) participate in on-campus COVID-19 rapid testing twice weekly with the full cost of testing being borne by the Employer, OR
    - (ii) provide PCR or rapid test results provided by NS Public Health or an approved 3<sup>rd</sup> party vendor. If a cost is associated with the testing, it shall be borne by the Employee.

Employees who do not come into physical contact with students (solely teach through online courses) and are not on campus are exempt from the testing requirement. Employees must inform the Occupational Health and Safety Nurse that they will be teaching online and will not be on campus. Once Employees start teaching in-person or return to campus, the Employees must either provide Proof of Vaccination or participate in twice weekly testing.

4. Effective January 31, 2022 through February 22, 2022, Employees may deliver classes either online, in-person or a hybrid delivery method. The Head or Director and all students shall be notified of the delivery format the classes.
5. If the Employer requires proof of vaccination and/or testing, the Employer agrees to protect the privacy of all Employees in accordance with Nova Scotia privacy legislation and collective agreement provisions and agrees to develop a policy for how information shall be gathered, stored, and shared, and finally destroyed, consistent with these legal requirements.
6. Acadia University agrees that vaccination requirements shall not replace other measures necessary to reduce the risk of transmission of COVID-19 as prescribed by the latest NS Public Health Protection Act Order.
7. The Employer agrees to continue to work with local NS Public Health Services to facilitate access to vaccines.

---

The entirety of the policy governing vaccinations shall be subject to review no later than one month prior to the beginning of the next academic semester.

*Connie Foote*

---

C. Foote  
AUFA

*CINDY TRUDEL*  
CINDY TRUDEL (Jan 31, 2022 14:53 AST)

---

C. Trudel  
AUFA

*Christopher Callbeck*

Christopher Callbeck (Jan 31, 2022 17:29 AST)

---

C. Callbeck  
Board of Governors

*D. Keefe*

---

D. Keefe  
Board of Governors

---

**Appendix A – List of Valid Medical Reasons from Section 3.5 of  
COVID-19 Protocol for Proof of Full Vaccination, dated December 21, 2021**

### **3.5 Exceptions**

#### **Medical exceptions**

People with a valid medical reason that prevents them from getting vaccinated can request an exception from the requirement to show proof of full vaccination for events and activities covered by Section 3.1 of this protocol.

Medical exceptions will only be granted in the following circumstances:

- a history of severe allergic reaction (e.g. anaphylaxis) after previous administration of a COVID-19 vaccine using a similar platform (mRNA or viral vector)
- an allergy to any component of the specific COVID-19 vaccine or its container (polyethylene glycol for the Pfizer-BioNTech and the Moderna vaccines)
- a history of major venous and/or arterial thrombosis with thrombocytopenia following vaccination with the AstraZeneca COVID-19 vaccine
- a history of capillary leak syndrome following vaccination with the AstraZeneca vaccine
- a history of myocarditis and/or pericarditis after a first dose of an mRNA COVID-19 vaccine (Pfizer-BioNTech or Moderna)
- experienced a serious adverse event after receiving a first dose of COVID-19 vaccine. A serious adverse event is defined as life-threatening, requires in-patient hospitalization or prolongs an existing hospitalization, results in persistent or significant disability/ incapacity, or in a congenital anomaly/birth defect.

**People who live in Nova Scotia** must ask a physician or nurse practitioner to complete and sign a Valid Medical Contraindication for COVID-19 Vaccination letter attesting that they have a valid medical reason that prevents vaccination.

Physicians and nurse practitioners have a template of this letter to complete. The letter will include:

- The Nova Scotia logo with the Department of Health and Wellness identifier
  - The patient's name three times throughout the document
  - The physician or nurse practitioner's signature and the date
  - The physician or nurse practitioner's name printed along with their credentials and the date
- [novascotia.ca/coronavirus](http://novascotia.ca/coronavirus) 16

**People who live outside Nova Scotia** can apply to the Nova Scotia Department of Health and Wellness for a medical exception to use in this province.

These exceptions will only be considered for people who submit a letter that is:

- from a licensed physician or nurse practitioner in Canada, including their contact information and registration number, and
- clearly states that their patient has one of the six valid medical reasons listed above that prevents them from receiving the COVID-19 vaccine

---

## **Appendix B – Section 5 of the NS Human Rights Act**

### Prohibition of discrimination

5 (1) No person shall in respect of

(a) the provision of or access to services or facilities;

(b) accommodation;

(c) the purchase or sale of property;

(d) employment;

(e) volunteer public service;

(f) a publication, broadcast or advertisement;

(g) membership in a professional association, business or trade association, employers' organization or employees' organization, discriminate against an individual or class of individuals on account of R.S., c. 214 human rights

(h) age;

(i) race;

(j) colour;

(k) religion;

(l) creed;

(m) sex;

(n) sexual orientation;

(na) gender identity;

(nb) gender expression;

(o) physical disability or mental disability;

(p) an irrational fear of contracting an illness or disease;

(q) ethnic, national or aboriginal origin;

(r) family status;

(s) marital status;

(t) source of income;

(u) political belief, affiliation or activity;

---

(v) that individual's association with another individual or class of individuals having characteristics referred to in clauses (h) to (u).

(2) No person shall sexually harass an individual.

(3) No person shall harass an individual or group with respect to a prohibited ground of discrimination. 1991, c. 12, s. 1; 2007, c. 41, s. 2; 2012, c. 51, s. 2.