

# NEWS BULLETIN



MARKHAM, ONTARIO: 09/02/2021

315 Renfrew Drive, Suite 302 Markham, Ontario L3R 9S7  
Tel: (905) 477-2270 Fax: (905) 477-3611

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From: CASA President John Galt

Attention: CASA Members

## **“Important Labour Matters”**

### **New Federal Holiday - “National Day for Truth and Reconciliation”**

#### **1A) Road Agreement**

Please be advised that, in accordance with 9.3 (*If a holiday is proclaimed by law, Federal or Provincial, on any day during the calendar year it shall be deemed to be recognized as a holiday and added to the list of holidays named in this Collective Agreement and subject to the terms and conditions to this Agreement.*) of Article 9 of the CASA / National Road Agreement, the newly announced Federal Holiday: “National Day for Truth and Reconciliation” is now to be added to the list of Statutory Holidays found in 9.3; will apply to all working to the Agreement.

#### **1B) Residential Agreement**

Please be advised that, in accordance with 10.05 (*If a holiday is proclaimed by law, Federal or Provincial, on any day during the calendar year it shall be deemed to be recognized as a holiday and added to the list of holidays named in this Collective Agreement and subject to the terms and conditions to this Agreement. Any legislative provision that arises in any Province, all benefits and vacation will be out of the “Total Wage Package” contained in this agreement.*) of Article 10 of the Canadian Residential Fire Sprinkler Agreement, the newly announced Federal Holiday: “National Day for Truth and Reconciliation” is now to be added to the list of Statutory Holidays found in 10.03; will apply to all working to the Agreement.

#### **1C) Fabrication agreement**

Please be advised that, in accordance with Article 7 (*If a holiday is proclaimed by law Federal or Provincial, on any day during the calendar year it shall be deemed to be recognized as a holiday and added to the list of holidays named in this Collective Agreement and subject to the terms and conditions to this Agreement.*) of the National Sprinkler Fabrication Agreement, the newly announced Federal Holiday: “National Day for Truth and Reconciliation” is now to be added to the list of Statutory Holidays found in Article 7; will apply to all working to the Agreement.

## 2.) Information Re: COVID-19 Vaccination Policies

As all are aware, the call for mandatory full vaccination related to COVID-19 is evolving across many industries across Canada. This is in response to the need to ensure a safe and healthy workplace.

CASA has concluded that at this time, it is important to advise all Members that should a Client stipulate that all workers on their site be fully vaccinated (or your firm establishes that this as an internal corporate policy), you should consider acting in accordance with the following:

- 1.) where the Client mandates full vaccination status, you should ask that the request be put to you in writing;
- 2.) refer to this requirement when putting in a call to the UA local for Tradespersons;
- 3.) provide fair notice of this requirement to your existing Employees (i.e. sufficient notice to enable everybody to achieve full vaccination status by a reasonable, specified date);
- 4.) obtain proof of vaccination status in a manner that respects the privacy rights of employees and treats the information as confidential. Acceptable proof of vaccination would be a copy of the Employee's formal Government form verifying double vaccination status. Avoid sharing proof of vaccination status with third parties (including Clients) in a manner that would identify the individual Employee. Maintain records of vaccination status in a secure manner that protects its confidentiality; and
- 5.) provide an alternate to full vaccination to those unwilling to become fully vaccinated for legitimate religious and/or personal health reason (i.e. advise that they will be required, on their own time, to be tested twice weekly, and provide these test results to you, in order to qualify for continued employment).

In certain circumstances, a Client may not require mandatory vaccinations for all workers on site, but may request proof of vaccination status. Where such a request is made, you should consider asking that the request be put to you in writing.

Acceptable proof of vaccination would be a copy of the Employee's formal Government form verifying vaccination status or written confirmation that the Employee has not been vaccinated and the reasons, if any, for not having done so. Again, care should be taken to ensure that proof of vaccination status is collected and used in a manner that respects the Employees' privacy.

Note: As policy with respect to mandatory COVID-19 vaccination is still evolving across Canada, you may wish to obtain internal legal advice related to it, prior to adopting / implementing it within your firm.

CASA will be sure to further update all on related COVID-19 protocols, as they further evolve within the industry.

Regards,



John Galt CAE  
President  
Canadian Automatic Sprinkler Association

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About C.A.S.A.: C.A.S.A. is the voice of the sprinkler industry in Canada, representing contractors, designers and manufacturers across Canada. C.A.S.A. is a national leader in home fire safety and injury prevention through the use of residential fire sprinklers. Incorporated in 1961 C.A.S.A. has long been the leading advocate of fire sprinklers in Canada in the fight to reduce deaths as a result of fire. For more information on residential sprinklers please visit the following web sites: [www.casa-firesprinkler.org](http://www.casa-firesprinkler.org)

For more information contact: John Galt, President, and Matthew Osburn Communications Manager Canadian Automatic Sprinkler Association (905) 477-2270, [jgalt@casa-firesprinkler.org](mailto:jgalt@casa-firesprinkler.org), [mosburn@casa-firesprinkler.org](mailto:mosburn@casa-firesprinkler.org)