

To: All staff and physicians
From: Christie Ruff, Regional Manager Employee Wellness and Safety
cc: Gail Lebel, Chief Human Resource Officer
Date: October 12, 2021
Re: **COVID-19 Vaccine Compliance Interim Testing Process**

Reminder! The deadline to show proof of vaccination is this Friday, Oct.15.

All employees who have not shown proof to their manager or Employee Health will be required to complete Point of Care Testing (POCT) three times a week per [GNB policy](#).

The testing requirements will begin the week of Oct. 18. This interim process will be in place until Friday, Nov. 19.

On Saturday, Nov. 20 employees who are not fully vaccinated will be placed on unpaid leave of absence, except for employees with a valid medical exemption. A memo for physicians will follow.

How to get testing equipment

On Monday, Oct. 18 an Occupational Safety Consultant (OSC) or delegate will email employees that require a POCT to inform them of the location, time, and date to obtain POCT equipment. Additionally, these details will be available on the [Skyline Vaccination Policy](#) page.

1. Employees will be required to show the OSC or delegate their Horizon issued photo identification and confirm their employee number.
2. The OSC will provide information on how to self-administer the POCT and will provide the testing equipment.

If you require assistance or have questions regarding obtaining testing equipment or self administering your POCT please email CovidVaccineCompliance@HorizonNB.ca and/or schedule a meeting to receive support.

Medical exemption and testing

A COVID-19 medical exemption certificate may be issued by the primary care provider or specialist physician for individuals.

Process for accessing an exemption:

1. Horizon employee contacts their primary care provider, or specialist physician.
2. Primary care provider, or specialist physician reviews criteria required for a medical exemption. If the employee meets the requirements, then the primary care provider or specialist physician completes and signs the [Medical Certificate of Exemption](#) (also on Page 3 of this memo).
3. Horizon employee provides the original signed certificate to the local Public Health office.
4. Public Health uploads the certificate into the Public Health Information Solution (PHIS) where it can then be accessed by employee through their MyHealthNB account.
5. Horizon employee shows proof of medical exemption to Employee Health.
6. Employee Health will maintain a list of employees who have shown a medical exemption certificate.
7. Employee Health will provide details on testing requirements to employee.

If you require assistance or have questions regarding the medical exemption process please contact Employee Health at 1-833-978-2580.

Medical Immunization Exemption Form for Covid-19 vaccine



Name: _____
Surname Given names

Date of birth: ____ / ____ / ____ Medicare Daytime telephone number
yyyy mm dd

Address: _____ Postal code: _____

Name of parent / legal guardian (if applicable): _____

To be Completed by Physician or Nurse Practitioner

MEDICAL EXEMPTION:

Due to the following medical reasons _____,
the above-mentioned individual is unable to meet the COVID-19 immunization requirements.

The COVID-19 immunization has the potential to be harmful to this individual's health, therefore I recommend that they do not receive the vaccine.

- This exemption is permanent
- This exemption is temporary and expires when medical condition has resolved or treatment is completed on date ____ / ____ / ____
yyyy / mm / dd

Name of medical / nurse practitioner _____

Signature _____ Date ____ / ____ / ____
yyyy / mm / dd

Your medical exemption to having COVID-19 vaccine and the personal health information provided is collected and used by New Brunswick Public Health within the Public Health Information Solution (PHIS) for the purposes of delivering immunizations, and to prevent, investigate and manage outbreaks of notifiable disease. Your personal health information is processed in accordance with the *Personal Health Information Privacy and Access Act*.