

Conifer

Circular

CR No. 06/21

RE: INDUSTRY EVENT: HEALTH AUTHORITY ORDER (LP GOLDEN)
SEPTEMBER 20, 2021

(VIA E-MAIL)

TO: All Member Companies,

The purpose of this circular is to make member companies aware of an industry event related to COVID-19.

On September 10, 2021, the Interior Health Authority issued an order on the operation of Louisiana Pacific Golden Division as a result of a high prevalence of COVID-19 cases in the workforce. The order specified the mill could ONLY operate with fully vaccinated employees for a 10-day period. The order is attached for your reference.

As you may be aware, respective Health Authorities can shut down an operation if there are significant cases of COVID-19 amongst employees. This Order was an alternative to a complete shut down, in part because the operation had a good understanding of internal “contact tracing” where they have had positive COVID-19 cases and could show that in general transmission did not occur inside the workplace. In addition, this event may serve to prompt member companies to consider verifying employee vaccination status in order to simplify operational plans if subjected to a similar Health Authority Order.

Finally, it is our view that paid COVID-19 (2021) leave under the *Employment Standards Act* (see CONIFER General Circular 03-21) would not apply to non-vaccinated employees precluded from attending work under such an order. There may be some exceptions based on unique particulars.

If you have any questions on this matter, please contact CONIFER.



Cam Meroniuk
Manager, Employment Relations