Mandatory Vaccination Policies: Enforceable or a Shot in the Dark?



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The Panel of Experts:

Dave McKechnie | Partner, Chair, Employment & Labour Relations, Toronto
Dianne Rideout | Partner, Employment & Labour Relations, Vancouver
Kristen Pennigton | Associate, Employment & Labour Relations, Toronto
Victor Kim | Counsel, Employment & Labour Relations, Toronto

About the Webinar

While mass vaccination hasn't arrived, employers are already wrestling with what the rules should be as we start to return to a new normal.

Join McMillan's panel of Employment & Labour and Privacy lawyers for this topical webinar as they discuss employer considerations in balancing safety with employee privacy and other legal obligations. The panel will also address provocative questions such as;

- Can employers mandate employees be vaccinated?
- Can an employer ask someone if they're vaccinated?
- Can a customer request proof of vaccination for an employee?
- Can I make hiring choices based on vaccination?
- What are the accommodation issues when it comes to vaccinations?

Recording

To access the recording of this webinar, please go here. As a member of Safety Now, use discount code **SAFETYNOW21** to watch the recording for free on demand. All ancillary material is available as a handout with the recording.

About the Speakers

Dave McKechnie , Dave practices in all areas of labour and employment law at both the provincial and federal level. He advises and represents employers with respect to employee hiring and dismissal, wrongful dismissal claims, disability management and benefit issues, workplace accommodation, harassment, employment

standards, employment contracts, employment policies, human rights, grievance arbitration, negotiation and administration of collective agreements, workers' safety and insurance and Canada Labour Code unjust dismissal complaints. Dave also has experience in relation to employee and retiree benefits class action claims.

Dianne Rideout, Dianne is a partner in McMillan's Employment and Litigation groups. She advises clients daily on a wide range of employment law matters, including terminations, wrongful and constructive dismissals, statutory obligations, human rights management and litigation. She has appeared as counsel for clients at all levels of Court in British Columbia, as well as the Supreme Court of Canada. Dianne has also represented clients at various administrative hearings before the Workers' Compensation Appeal Tribunal, the Employment Standards Tribunal and the Human Rights Tribunal.

Kristen Pennigton, Kristen Pennington is a partner in the Advocacy and Employment Group of McMillan LLP. She practises in all areas of employment law, including advising and representing employers with respect to hiring and dismissal, employment contracts, performance management and discipline, employment policies, human rights laws, unjust dismissal complaints, and grievances.

Victor Kim, Victor assists employers with managing unionized and non-unionized workforces in a wide range of industries, with a particular focus on advising contractors of all sizes on managing relationships with Ontario's construction trade unions. He regularly acts for employers at the provincial and federal levels in a variety of workplace issues including labour arbitrations, collective bargaining, labour board proceedings, wrongful dismissal and human rights litigation, and occupational health and safety proceedings.