

# COVID-19: Questions and answers

## Removal of vaccination requirements in the workplace

Updated February 8, 2022

**As of 12:01 a.m. on February 14, 2022, *The Employers' COVID-19 Emergency Regulations* and *The Public Employers' COVID-19 Emergency Regulations* will no longer be in effect.**

**Why has the government removed *The Employers' COVID-19 Emergency Regulations* and *The Public Employers' COVID-19 Emergency Regulations*?**

While the health and safety of workers and those they serve continues to be a priority, as a province we are transitioning to finding ways to live with COVID.

**When are the regulations no longer in place?**

As of 12:01 on February 14, 2022, the regulations will no longer be in effect.

**Will employers be held liable for the policies they implemented in accordance with *The Employers' COVID-19 Emergency Regulations* before the regulations were repealed?**

With the removal of the regulations employers will no longer have liability protection if they decide to continue with their policies as was laid out in the initial regulations. Any policy that was in effect between the start of the pandemic and 12:01 on February 14, 2022, will continue to be covered by the liability protection provisions for that time period only.

**Can an employer maintain a vaccination or testing policy in their workplace?**

*The Saskatchewan Employment Act* does not prohibit an employer from implementing a policy on vaccination or testing. Employers should consult their lawyer on other possible obligations.

**What happens if an employee refuses to disclose their vaccination status and refuses to provide evidence of a negative test?**

Employment standards provisions in *The Saskatchewan Employment Act* do not prohibit termination with proper notice for this reason. Employers should consult their lawyer on other possible obligations.

**After the COVID-19 emergency regulations are lifted, are employers who keep a vaccination or negative testing policy in place required to pay for the COVID-19 test or employee time for the test?**

*The Saskatchewan Employment Act* does not require employers to pay for health-related testing.

**Can workers be reinstated if they were dismissed as a result of not following the policies of their employer?**

There is no provision to reinstate employees who were terminated for not following their employer's vaccination and testing policy.

**Can I require an occupational health and safety officer from the Ministry of Labour Relations and Workplace Safety to show evidence of being fully vaccinated or of a negative COVID-19 test before they enter my workplace?**

No. An occupational health officer requires access to your premises in order to conduct an inspection. This officer is permitted to do this pursuant to section 3-63 of *The Saskatchewan Employment Act*.

**Will masks still be required in all public spaces?**

The public health order for mandatory face coverings in all indoor public spaces and mandatory self-isolation for all confirmed COVID-19 cases will remain in place until February 28, 2022.