

***SENT VIA EMAIL***

October 12, 2021

Hon. Premier Furey,  
The Office of the Premier  
Confederation Building, East Block  
P.O. Box 8700  
St. John's, NL  
A1B 4J6

**Subject: Clarifications and modifications to mandatory proof of vaccination**

Dear Premier Fury,

As you know, the Canadian Federation of Independent Business (CFIB) is a non-partisan, not-for-profit organization representing the interests of 95,000 small-and medium-sized enterprises across Canada, including 1,700 in Newfoundland and Labrador.

We are writing today on behalf of our members regarding the newly introduced vaccine passport system. As communicated in our September 14<sup>th</sup> 2021 letter, our member views in Newfoundland and Labrador relating to proof of vaccination for customers and employees are varied. Unfortunately after the recent announcement they find themselves lacking clarity and questioning some of the government measures.

We have requested more information from the COVID business support channels and they have indicated that there is no additional information is available.

Our members' questions are of the practical nature. For example there has been no direction about how and when businesses need to check customer's vaccine passports. This issue was highlighted during the brief consultation period and we are disappointed to see that it remains un addressed.

Another area of concern for members is the forced vaccination mandate of employees. During the consultation, this mandate was not mentioned. This mandate was not communicated during the press conference, only mentioned to media during questions and is summarized in the government's information page in one line. This measure concerning for businesses and they require more information than what has been provided. What will government be doing to protect businesses, legally, if they need to terminate an employee? How will this measure be enforced? But more importantly, what support will government provide to businesses when employees resign or are terminated?

An additional point of concern relate to the addition of personal services businesses to the list of companies that will require proof of vaccination. These operations do not fall in the same high customer traffic volume category as the targeted group and should not be included.

These are but a sample of questions that require timely answers, government has the ability to alleviate these concerns.

It is for these reasons that we are asking government to:

- Establish a central process to answer questions from businesses in a timely manner;
- Develop an alternative to the employee vaccination mandate. As an example, vaccination or regular testing and masking;
  - If government chooses to proceed with the employee vaccination mandate it must create and fund a support program to replace the lost human resources and legal costs;
- Remove personal services businesses from the list of companies targeted by the proof of vaccination mandate.
- Create a financial support program to help small business owners deal with labour costs, loss of customers and costs relating to the deployment of the proof of vaccination system;

Thank you for considering our members' concerns. If you have any questions or would like to meet to discuss this issue further, please feel free to contact us by phone at 743-6069 or by email: [john.hearn@cfib.ca](mailto:john.hearn@cfib.ca).

Sincerely,



John Hearn  
Senior Policy Analyst, Newfoundland and Labrador