



GUIDANCE MATERIAL FOR OPERATORS OF AN AERODROME, AIR CARRIERS & & NAV CANADA

Federal Vaccination Mandate

Guidance on the Requirements for Implementation of a Policy Respecting Mandatory Vaccination

This guidance material is intended to provide recommendations and guidance on the operationalization of Transport Canada's Interim Order, [Interim Order Respecting Certain Requirements for Civil Aviation Due to COVID-19](#).

Important Caveat: Nothing in this guidance document supersedes any requirement or obligation outlined in Transport Canada's Interim Order. It is meant to complement these legal documents and provide recommendations and guidance on how to understand and carry out the requirements.



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Overview

This guidance material, dated February 10, 2022 (V 3.1), replaces the January 28, 2022 version and includes the following updates:

- 1) Replacement of the 10-day wait period for employees who tested positive for COVID-19 with the requirement to follow local health guidelines instead
- 2) Removal of the exemption for partially vaccinated employees.

Section 1 – General

Purpose

The purpose of this guidance document is to outline the requirements under the Transport Canada's *Interim Order* as it relates to the Federal Vaccination Mandate and the implementation of a policy respecting mandatory vaccination. Advice, guidance, and sample templates are included to facilitate the implementation.

What is the Federal Vaccination Mandate?

While the pandemic has had a devastating impact on Canada's transportation sector, public health measures have been critical to preventing the spread of COVID-19. Additional measures are needed to ensure the safety and security of Canada's transportation system and facilitate the resumption of safe travel. A requirement for employers in the federally regulated air, rail, and marine transportation sectors is to establish vaccination policies for their employees to enhance the safety of the Canadian transportation system, and help give Canadians the confidence to resume travel, while still adhering to public health measures.

Policy Respecting Mandatory Vaccination

Operators of an aerodrome at specified aerodromes (see [Annex A](#)) are required to have in place and implement an aerodrome-wide comprehensive policy respecting mandatory COVID-19 vaccination. Aerodrome-wide policies are needed to ensure the safe operation of the aviation system, recognizing that relevant employees (e.g., employees critical to support this function) must be adequately protected.

NAV CANADA and air carriers (CAR subpart 703, 704, 705) with operations at specified aerodromes (see [Annex A](#)) are required to have in place and implement a policy respecting mandatory vaccination to ensure all relevant employees are protected from COVID-19. This is imperative in order to ensure that these companies take into account the various risks associated with all of their operations and how the various workflows and employees interact with each other. NAV CANADA and air carriers should review the provisions related to implementing either the comprehensive or targeted policies and the subsequent implications on their operations. Targeted vaccination policies apply to relevant employees only (but with additional measures required for segregation and reporting), whereas a comprehensive policy apply to all employees, regardless of their location/site and the nature of their work.



As a basic guideline for establishing and administering company vaccination policies, employers are encouraged to refer to the Treasury Board Framework for the Implementation of the Policy on COVID-19 Vaccination for the Core Public Administration: <https://www.canada.ca/en/government/publicservice/covid-19/vaccination-public-service/framework-implementation-policy-covid-19-vaccination-cpa-including-rcmp.html>.

Section 2 - Application

The following entities are required to implement a Policy Respecting Mandatory Vaccination:

- Operators of aerodromes listed in Schedule 1 of the *Interim Order*;
- An air carrier operating a flight departing from an aerodrome listed in Schedule 1 of the *Interim Order*, other than an air carrier who operates a commercial air service under Subpart 1 of Part VII of the Regulations; and
- NAV CANADA.

Note: Air carriers and NAV CANADA have the option to implement a comprehensive mandatory vaccination policy, or have a targeted policy respecting mandatory COVID-19 vaccination, focused on relevant persons (defined below), with mandatory reporting requirements.

The term “relevant person” means:

1. an employee of the entity;
2. an employee of the entity’s contractor or agent of mandatary;
3. a person hired by the entity to provide a service;
4. the entity’s lessee or an employee of the entity’s lessee, if the property that is subject to the lease is part of aerodrome property; or
5. a person permitted by the entity to access aerodrome property or, in the case of NAV CANADA, a location where NAV CANADA provides civil air navigation services.

AND

- a. conducting or directly supporting activities that are related to commercial flight operations — such as aircraft refueling services, aircraft maintenance and repair services, baggage handling services, supply services for the operator of an aerodrome, an air carrier or NAV CANADA, runway and taxiway maintenance services or de-icing services — and that take place in aerodrome property or at a location where NAV CANADA provides civil air navigation services;
- b. interacting in-person on aerodrome property with a person who intends to board an aircraft for a flight;
- c. engaging in tasks, on aerodrome property or at a location where NAV CANADA provides civil air navigation services, that are intended to reduce the risk of transmission of the virus that causes COVID-19; and
- d. accessing the aerodrome property at an aerodrome listed in Schedule 1 of the *Interim Order*.



The term “aerodrome property” means, in respect of an aerodrome listed in Schedule 1 of the *Interim Order*, any air terminal buildings, restricted areas or facilities used for activities related to aircraft operations that are located at the aerodrome.

The requirement to have a Policy Respecting Mandatory Vaccination (Comprehensive or Targeted) is not applicable to aerodrome tenants such as: cargo operators, secure supply chain participants, catering companies, private operators (CAR subpart 604), general aviation, aerial work (CAR subpart 702), unless the employees are required to access the aerodrome property of an aerodrome listed on Schedule 1 of the *Interim Order*. In which case, the employees may be required to be vaccinated under the aerodrome’s policy. These operators will, however, need to verify whether their employees/contractors working on an aerodrome property listed in [Annex A](#) would need to be vaccinated in accordance with the *Interim Order* or as indicated under the vaccination policy of the aerodrome in question. Additionally, if for any reason a passenger or on a private flight requires access to relevant aerodrome property or the restricted area, they may also be required to be vaccinated.

For additional information on Mandate applicability and interpretation, please see “Transport Canada Aviation Security Regulatory Interpretation – The Term ‘Aerodrome Property’ for the purpose of the Operator of an Aerodrome’s Policy Respecting Mandatory Vaccination” (SSCIMS #134550).

Section 3 – Requirements for a Comprehensive Mandatory Vaccination Policy

As outlined in Transport Canada’s *Interim Order*, operators of aerodromes are required to have a comprehensive vaccination policy in place which includes the requirement for mandatory vaccination of all relevant persons, unless exempt. Air carriers and NAV CANADA can choose to implement a comprehensive mandatory vaccination policy or can instead implement a targeted policy respecting mandatory COVID-19 vaccination, which includes reporting requirements (at least once a week and upon request).

The comprehensive vaccination policy **must include the following elements**, as outlined in the *Interim Order*:

- **General Requirement:** A requirement for all persons 12 years and four months of age or older accessing aerodrome property to be fully vaccinated as of November 15, 2021, following the Public Health Agency of Canada’s standard, unless they meet the requirements for an exemption.
- **Granting exemptions:** general guidance for granting (or denying) an exemption is noted below (e.g., medical or religious).

Please refer to [Annex B](#) for specific considerations when assessing exemption requests.

- Is the form complete (e.g., no empty required fields)?
- Is the request form that was submitted the proper form that the person should have used (e.g. what is pointed to in the aerodrome vaccination policy)?
- For medical exemptions, did the person provide a medical certificate from a medical doctor or nurse practitioner who is licensed to practice in Canada certifying that they



cannot complete a COVID-19 vaccination regimen due to a medical condition and specifying whether the condition is permanent or temporary?

- For religious exemptions, did the person submit an attestation, sworn by them, that they have not completed a COVID-19 vaccination regime due to their sincerely held religious beliefs?
- **Issuing exemptions:** The *Interim Order* requires that employers provide for a procedure to grant exemptions from the requirement to be fully vaccinated in very limited circumstances, namely if the person has not completed a COVID-19 vaccination regime due to a medical contraindication or the person's sincerely held religious beliefs. This includes explaining how the person will receive their approved exemption form and instructions to ensure they are in possession of Part 2 of the exemption form (See [Annex C](#) for medical exemption form and [Annex D](#) for the religious form) at all times when passing through a screening checkpoint or access point, as this is their official proof of exemption.

Please refer to [Annex B](#) for specific considerations around issuing exemptions.

- **Testing protocols for exempt employees:** A process for ensuring those that are granted an exemption follow the associated testing protocols, which involves being tested at least twice a week. All relevant persons need to be aware of where and when they are to report for testing and how the results will be communicated, in addition to steps to take should they test positive.

Note on testing: There is no longer a requirement to have a confirmatory PCR test when an employee tests positive using an antigen test.

- **Accessing aerodrome property:** A process for ensuring that any person who obtains a positive COVID-19 molecular test result is not allowed on relevant aerodrome property **until the end of the isolation period specified by the public health authority of the province or territory in which the aerodrome is located, including guidance with respect to symptoms.**
- **Exemption following positive test result:** A process for ensuring that once a person tests positive for COVID-19 they will be exempt from the at least twice a week testing requirements **for a period of 180 days after the person received the positive test result.** A process will need to be in place to flag that once the 180 days is complete, the at least twice a week testing resumes.

Section 4 – Requirements for a Targeted Mandatory Vaccination Policy

Air carriers and NAV CANADA have the option to implement a targeted policy respecting mandatory COVID-19 vaccination, which will ensure that all *relevant persons* who access aerodrome property are vaccinated, while allowing flexibility to those relevant persons who do not access aerodrome property. Supplemental elements in their policy, including a weekly reporting requirement, must be added to ensure the *relevant persons* who access aerodrome property are not exposed to the risk of COVID-19 in their respective organizations by other individuals.

This will allow for those who are not directly in the aerodrome environment (e.g., working in a call-centre in another city, individuals conducting virtual training sessions with employees) or interacting in



person with those working on aerodrome property to have a separate set of policies that are applicable to them, given the operational context.

Note: even if air carriers or NAV CANADA choose to implement a targeted policy respecting mandatory COVID-19 vaccination to meet the regulatory requirement, Transport Canada still strongly encourages having a comprehensive vaccination policy that includes all relevant persons.

As outlined in Transport Canada's *Interim Order*, the targeted policy respecting mandatory COVID-19 vaccination, must include the same requirements for the comprehensive policy respecting mandatory COVID-19 vaccination that were described above; however, the policy applies **to relevant persons accessing aerodrome property** only. This generally means all individuals who work on aerodrome property, including those who require access to the restricted area.

The following **additional elements** (i.e., those that **go above and beyond the requirements of the comprehensive policy respecting mandatory COVID-19 vaccination**) must also be included in the targeted policy respecting mandatory COVID-19 vaccination:

- **Reducing the exposure risk:** A process for reducing the risk that an unvaccinated person who has not been granted an exemption may expose another individual to COVID-19 due to an in-person interaction. These risk mitigation measures may include:
 - the vaccination of persons, other than relevant persons, who access aerodrome property or a location where NAV CANADA provides civil air navigation services;
 - physical distancing and the wearing of masks; and
 - reducing the frequency and duration of in-person interactions.

Other best practices that may be considered to reduce the exposure risk of COVID-19 can be found here: [Public Health Agency of Canada– How business and employees can stay safe while operating during COVID-19](#).

- **Contact Tracing** - establish a procedure for collecting the following information with respect to an in-person interaction related to commercial flight operations between a relevant person and a person who is unvaccinated and has not been granted an exemption or whose vaccination status is unknown. The following information needs to be collected:
 - the time, date and location of the interaction, and
 - contact information for the relevant person and the other person.

While contact tracing can be challenging, it is absolutely essential in limiting the spread of COVID-19. Further information on contact tracing is available here: [Updated: Public health management of cases and contacts associated with COVID-19 - Canada.ca](#)

- **Reporting Requirements** - procedures to collect the following information and to provide this information to the Minister upon request are required.

Note: this information must be retained for 12 months.



- The number of instances in which an air carrier/ NAV CANADA was made aware that a relevant employee tested positive for COVID-19 due to an in-person interaction with an unvaccinated (non-exempt) employee, the number of relevant employees tested as a result of this instance, the results of those additional relevant employee COVID-19 tests, and a description of any impact on commercial flight operations.
- The number of relevant persons who are subject to the entity's policy
- The number of relevant persons who require access to the restricted area (include any relevant persons who require access for any reason, even if for brief periods, to conduct their duties).
- The number of relevant persons who are:
 - 1) fully vaccinated (as per the standard for Canada); and
 - 2) are unvaccinated.

Note: As all employees need to be fully vaccinated or meet the criteria for a medical contraindication or sincerely held religious belief exemption, there is no longer an allowance for employees to be partially vaccinated, and subsequently no reporting requirement.

- The number of hours during which relevant persons were unable to fulfill their duties related to commercial flights due to COVID-19. This would include a relevant person that is unvaccinated and did not meet an exemption, therefore they are not able to access the airport property to conduct their duties.
- The number of relevant persons who have been granted an exemption (e.g., medical, or religious), the reason for issuing the exemption and confirmation that the relevant persons have submitted evidence of COVID-19 tests as a result of having been granted the exemption.
- The number of relevant persons who refuse to comply with the following provisions of the policy respecting mandatory vaccination: the requirement to be fully vaccinated or to have an approved exemption, to get tested at least twice a week if an exemption applies, and to not access aerodrome property following a positive COVID-19 test result until the end of the isolation period specified by the public health authority of the province or territory in which the aerodrome is located, including guidance with respect to symptoms.
- The number of relevant persons who were denied entry to a restricted area because of a refusal to comply with the following provisions of the policy respecting mandatory vaccination: the requirement to be fully vaccinated or to have an approved exemption, to get tested at least twice a week if an exemption applies, and to not access aerodrome property following a positive COVID-19 test result until the end of the isolation period specified by the public health authority of the province or territory in which the aerodrome is located, including guidance with respect to symptoms.
- The number of unvaccinated persons who have not been granted an exemption (e.g., medical or religious) or whose vaccination status is unknown who interact in-person with relevant persons with respect to commercial flight operations. These mitigation measures that are required to reduce the exposure risk of COVID-19 due to in-person



interactions between unvaccinated persons and relevant persons may also be requested.

- The number of instances in which an air carrier / NAV CANADA was made aware that a relevant person tested positive for COVID-19 due to an in-person interaction with an unvaccinated (non-exempt) person, the number of relevant persons tested for COVID-19 as a result of this information, the results of those tests, and a description of any impacts on commercial flight operations.

How reporting will work: the required data will be reported to Transport Canada via a multi-modal portal the using the Electronic Collection of All Transportation Statistics (ECATS) platform. Please contact: tcreporting-rapportstc@tc.gc.ca for further information.



Annex A – List of Specified Airports in Canada

#	Airport Name	ICAO
1	Abbotsford International	CYXX
2	Alma	CYTF
3	Bagotville	CYBG
4	Baie-Comeau	CYBC
5	Bathurst	CZBF
6	Brandon Municipal	CYBR
7	Calgary International	CYXC
8	Campbell River	CYBL
9	Castlegar (West Kootenay Regional)	CYCG
10	Charlo	CYCL
11	Charlottetown	CYYG
12	Chibougamau / Chapis	CYMT
13	Churchill Falls	CZUM
14	Comox	CYQQ
15	Cranbrook (Canadian Rockies International)	CYXC
16	Dawson Creek	CYDQ
17	Deer Lake	CYDF
18	Edmonton International	CYEG
19	Fort McMurray	CYMM
20	Fort St. John	CYXJ
21	Fredericton International	CYFC
22	Gander International	CYQX
23	Gaspé	CYGP
24	Goose Bay	CYR
25	Grand Prairie	CYQU
26	Greater Moncton International	CYQM
27	Halifax (Robert L. Stanfield International)	CYHZ
28	Hamilton (John C. Munro International)	CYHM
29	Iles-de-la-Madeleine	CYGR
30	Iqaluit	CYFB
31	Kamloops	CYKA
32	Kelowna	CYLW
33	Kingston	CYK
34	Kitchener / Waterloo Regional	CYKF
35	La Grande Rivière	CYGL
36	Lethbridge	CYQL
37	Lloydminster	CYLL
38	London	CYXU
39	Lourdes-de-Blanc-Sablon	CYBX
40	Medicine Hat	CYXH
41	Montréal International (Mirabel)	CYMX
42	Mont-Joli	CYYY



43	Montréal (Montreal-Pierre Elliott Trudeau International)	CYUL
44	Montreal (St. Hubert)	CYHU
45	Nanaimo	CYCD
46	North Bay	CYB
47	Ottawa (Macdonald-Cartier International)	CYOW
48	Penticton	CYF
49	Prince Albert (Glass Field)	CYPA
50	Prince George	CYXS
51	Prince Rupert	CYPR
52	Québec International (Jean Lesage International)	CYQB
53	Quesnel	CYQZ
54	Red Deer Regional	CYQF
55	Regina International	CYQR
56	Rivière-Rouge/Mont-Tremblant International	CYFJ
57	Rouyn-Noranda	CYUY
58	Saint John	CYSJ
59	Sarnia (Chris Hadfield)	CYZR
60	Saskatoon (John G. Diefenbaker International)	CYXE
61	Sault Ste. Marie	CYAM
62	Sept-Îles	CYZV
63	Smithers	CYD
64	St. Anthony	CYAY
65	St. John's International	CYIT
66	Stephenville	CYJT
67	Sudbury	CYSB
68	Sydney (J.A. Douglas McCurdy)	CYQY
69	Terrace	CYXT
70	Thompson	CYTH
71	Thunder Bay	CYQT
72	Timmins (Victor M. Power)	CYTS
73	Toronto (Billy Bishop Toronto City)	CYTZ
74	Toronto (Lester B/ Pearson International)	CYYZ
75	Toronto/Buttonville Municipal	CYKZ
76	Val-d'Or	CYVO
77	Vancouver (Coal Harbour)	CYHC
78	Vancouver International	CYVR
79	Victoria International	CYYJ
80	Wabush	CYWK
81	Whitehorse (Erik Nielsen International)	CYXY
82	Williams Lake	CYWL
83	Windsor	CYQG
84	Winnipeg (James Armstrong Richardson International)	CYWG
85	Yellowknife	CYZF



Annex B – Considerations around issuing employee exemptions to the Vaccination Policy

Further considerations – Medical Exemption:

It is important to stay abreast of National Advisory Committee on immunization (NACI) guidance on COVID-19 vaccines, which is based on current evidence:

<https://www.canada.ca/en/public-health/services/immunization/national-advisory-committee-on-immunization-naci/recommendations-use-covid-19-vaccines/summary-october-22-2021.html>

At present, the Medical Exemption form tracks three specific categories under which to make a certified request for exemption on medical grounds, namely if the individual:

- 1) Has a medical contraindication to full vaccination against COVID-19 with mRNA vaccine (Pfizer-BioNTech or Moderna vaccines) based on recommendation of the National Advisory Committee on Immunization (as follows based on NACI advice as of September 10, 2021), and whether the condition is permanent or time limited and in effect until a certain date:
 - *History of anaphylaxis after previous administration of an mRNA COVID-19 vaccine*
 - *Confirmed allergy to polyethylene glycol (PEG) which is found in the Pfizer-BioNTech and Moderna COVID-19 vaccines*
(Note that if the patient is allergic to tromethamine which is found in Moderna, they can receive the Pfizer-BioNTech product)

- 2) Has a medical reason for delay of full vaccination against COVID-19 as described by the NACI (as follows based on NACI advice as of September 10, 2021), and how long that reason is in effect:
 - *A History of myocarditis/pericarditis following the first dose of an mRNA vaccine*
 - *Due to an immunocompromising condition or medication, waiting to vaccinate when immune response can be maximized (i.e., waiting to vaccinate when immunocompromised state / medication is lower)*
(Note: Consideration should be given to benefit/risk when vaccination is delayed)

- 3) Has a medical reason precluding full vaccination against COVID-19 not covered above, a description of the reason, and whether that reason is permanent or time-limited and in effect until a certain date.



Further Considerations – Religious Grounds:

Leaders and members of a number of religions (e.g., Islam, Roman Catholicism, Judaism, Greek Orthodox, Mennonites, Jehovah’s Witnesses, Christian Science) have released public statements indicating their support for the COVID-19 vaccine specifically in the interest of public health.

Nevertheless, an individual may hold a strongly held religious belief that prevents full vaccination.

As an additional reference, the Government of Canada has provided guidance with respect to how it will evaluate requests for accommodation on the ground of religion, as follows:

<https://www.canada.ca/en/government/publicservice/covid-19/vaccination-public-service/framework-implementation-policy-covid-19-vaccination-cpa-including-rcmp.html>

Each request is to be evaluated on a case-by-case basis. Managers should consider the information provided by the employee to substantiate the request for accommodation based on religion. The information must clearly demonstrate the following three elements:

a) That the belief is **religious** in nature:

- Religion typically involves a particular and comprehensive system of faith and worship as well as the belief in a divine, superhuman or controlling power (e.g., “I don’t believe in vaccination” would not in itself be a reason).
- It does not apply to beliefs, convictions or practices that are secular, socially based or only conscientiously held; nor does it protect false empirical beliefs about the development, the contents, effects, or purpose of the vaccines.
- Note: it is not necessary for the employee to prove that the religious belief is objectively recognized as valid by other members of the same religion or that it is required by official religious dogma or is in conformity with the position of religious officials (e.g., confirmation by a priest, rabbi, imam or other spiritual leader).

b) That **the belief prevents full vaccination**

- The information provided by the employee must demonstrate how the religious belief prevents vaccination.
- It is not sufficient for the employee to say they have a certain religious belief and they cannot be vaccinated. They must explain how vaccination would conflict with their religious belief in a way that is not trivial or insubstantial (i.e. being vaccinated conflicts with the employee’s genuine connection with the divine).



c) That it is **sincerely** held:

- Where the employee provides a sworn affidavit, this can be a sign of the sincerity of the belief since this becomes a record with legal standing. Swearing a false affidavit is a serious offence and would constitute breach of the company/operator's Values and Ethics Code (often a Term and Condition of Employment) and could result in disciplinary action up to and including termination. The seriousness with which an affidavit is sworn before a Commissioner of Oaths is a safeguard of the accuracy of the information contained within.
- Factors that indicate whether the belief is sincere could include: the overall credibility of the employee's statement as well as the consistency of the belief with the employee's other current religious practices (it is, however, inappropriate to rigorously focus on past religious practices since these can evolve over time).

Once the rigorous assessment is complete, and the employee has provided acceptable attestations, the company can complete part 2 of the relevant exemption forms so that the Canadian Air Transport Security Authority (CATSA) or the airport authority is not required to verify proof of vaccination for those being exempted for one of the following reasons: medical, or religious.



Annex C – Medical Exemption Form

MEDICAL EXEMPTION REQUEST FORM

The person requesting a medical exemption must submit a completed copy of this form in its entirety. All pages must be reviewed and completed by the person to be exempted and/or requester, as well as the required medical doctor or nurse practitioner. The employer evaluating this request must do so in accordance with its legal duty to accommodate under the applicable legislation.

PART I OF MEDICAL EXEMPTION

Person To Be Exempted

Please provide the following concerning the person for which a medical exemption is requested:

First Name: _____ Last Name: _____

Home Address: _____

Requester's Information

If the requester is different than the person to be exempted, please complete the following:

First Name: _____ Last Name: _____

Mailing Address: _____

Provincial / Territorial Government

In some cases, a provincial or territorial government may issue a credential to the effect that an individual cannot be vaccinated. The employer can accept this credential code instead of a medical doctor or nurse practitioner attestation. If this situation applies, the person requesting the exemption must select the check box below and present their provincial or territorial credential to their employer for verification.

The person requesting a medical exemption is in possession of a provincial or territorial government issued credential (e.g. QR code) confirming that the person cannot be vaccinated. The employer must verify the credential prior to granting a medical exemption.



Medical Doctor Or Nurse Practitioner

Medical Statement

I, _____ am a licensed Physician/Nurse Practitioner in the province / territory of _____. I hereby certify that _____ (indicate one of the following):

1) Has a medical contraindication to full vaccination against COVID-19 with mRNA vaccine (Pfizer-BioNTech or Moderna vaccines) based on recommendation of the National Advisory Committee on Immunization (as follows based on NACI advice as of September 10, 2021):

- History of anaphylaxis after previous administration of an mRNA COVID-19 vaccine
Confirmed allergy to polyethylene glycol (PEG) which is found in the Pfizer-BioNTech and Moderna COVID-19 vaccines
(Note that if the patient is allergic to tromethamine which is found in Moderna, they can receive the Pfizer-BioNTech product)

This medical reason is (please indicate only one)

- Permanent
Time limited and will be in effect until _____

2) Has a medical reason for delay of full vaccination against COVID-19 as described by the National Advisory Committee on Immunization (as follows based on NACI advice as of September 10, 2021):

- A History of myocarditis/pericarditis following the first dose of an mRNA vaccine
Due to an immunocompromising condition or medication, waiting to vaccinate when immune response can be maximized (i.e., waiting to vaccinate when immunocompromised state / medication is lower)
(Note: Consideration should be given to benefit/risk when vaccination is delayed)

This medical reason will be in effect until _____

3) Has a medical reason precluding full vaccination against COVID-19 (not covered above) as described below (for privacy reasons, only include information related to why the medical reason precludes vaccination):

Four horizontal lines for text entry.



This medical reason is (please indicate only one)

- Permanent
- Time limited and will be in effect until _____

Signature: _____

Date: _____

Name: _____

Telephone number: _____

License number: _____ Province/Territory: _____

Requester's Attestation

The following is to be completed by or on behalf of the person requesting a medical exemption:

I hereby certify that I am/or the person for which a request is made is unable to be vaccinated due to a medical condition:

Signature: _____ Full Name: _____

Date: _____ Location: _____

False Or Misleading Information

It is an offence under section 366 of the [Criminal Code](#) to make a false document, knowing it to be false.

As per the applicable *Interim Order Respecting Certain Requirements for Civil Aviation Due to COVID-19*, a person who provides information to a carrier that is known to be false or misleading may also be subject to an administrative monetary penalty or other enforcement action, including prosecution.

Personal Information

Personal information you provide in this form will be used for the purposes of determining the qualification of the person identified on this form for medical exemption from the requirements of the applicable *Interim Order Respecting Certain Requirements for Civil Aviation Due to COVID-19*. This information may also be shared with Transport Canada for the sole purpose of audit or enforcement.



PART 2 OF EXEMPTION

Important Notice: Only Part 2 of this exemption is to be provided by the employee, upon request, to the Airport Authority, the Canadian Air Transport Security Authority (CATSA) or Transport Canada. Should additional information be required by Transport Canada, a government official will contact the Employer directly.*

Confirmation of Exemption by Employer*	
Employer* Record Number: _____	
This is to confirm that _____ (full name of the exempted person), RAIC/RAP/Temp pass #: _____, has an exemption from the mandatory vaccination requirements under the Transport Canada <i>Interim Order Respecting Certain Requirements for Civil Aviation Due to COVID-19</i> .	
Signature: _____	Full Name: _____
Title: _____	Organization: _____
Phone number (day): _____	
Date: _____	Location: _____

* Part 2 is to be completed by the employer or an organization responsible to validate the exemption request in accordance with the applicable airport-wide mandatory vaccination policy.



Annex D – Religious Exemption Form

RELIGIOUS EXEMPTION REQUEST FORM

The person requesting a religious exemption must submit a completed copy of this form in its entirety. All pages must be reviewed and completed by the person to be exempted and/or requester, as well as by the required commissioner for taking oaths. The employer evaluating this request must do so in accordance with its legal duty to accommodate under the applicable legislation.

PART I OF RELIGIOUS EXEMPTION

Person To Be Exempted

Please provide the following concerning the person for which a religious exemption is requested:

First Name: _____ Last Name: _____

Home Address: _____

Affidavit - Religious Belief

*Please provide the requested information concerning your religious belief. **Note, leaders and members of a number of religions (e.g., Islam, Roman Catholicism, Judaism, Greek Orthodox, Mennonites, Jehovah’s Witnesses, Christian Science) have released public statements indicating their support for the COVID-19 vaccine specifically in the interest of public health.***

Affidavit of _____ (name)

I, _____ (full name), currently employed as _____ (position) at _____ (organization), MAKE OATH OR SOLEMNLY AFFIRM AND SAY AS FOLLOWS:

1. The requirements of the Vaccination Policy for _____ (organization) conflicts with my sincerely held religious belief or practice that prohibits me from receiving the COVID-19 vaccine.
2. The nature of this sincerely held religious belief or practice is as follows (please describe the reasons why your religious belief prohibits you from receiving the COVID-19 vaccine):



Signature: _____ Full Name: _____
 Date: _____ Location: _____

Signature of Commissioner Of Oaths

The following is to be completed by a commissioner of oaths:

SWORN OR SOLEMNLY AFFIRMED before me at: _____ (Municipality)
 in _____ (Province, State, or Country) on _____ (Date)

Signature: _____ Full Name: _____

False Or Misleading Information

It is an offence under section 131 of the [Criminal Code](#) to make a false statement under oath or solemn affirmation, by affidavit, solemn declaration or deposition or orally, knowing that the statement is false. It is further an offence under section 366 of the *Criminal Code* to make a false document, knowing it to be false.

As per the applicable Interim Order Respecting Certain Requirements for Civil Aviation Due to COVID-19, a person who provides information to a carrier that is known to be false or misleading may also be subject to an administrative monetary penalty or other enforcement action, including prosecution.

Personal Information



Personal information you provide in this form will be used for the purposes of determining the qualification of the person identified on this form for religious exemption from the requirements of the applicable Interim Order Respecting Certain Requirements for Civil Aviation Due to COVID-19. This information may also be shared with Transport Canada for the sole purpose of audit or enforcement.



PART 2 OF EXEMPTION

Important Notice: Only Part 2 of this exemption is to be provided by the employee, upon request, to the Airport Authority, the Canadian Air Transport Security Authority (CATSA) or Transport Canada. Should additional information be required by Transport Canada, a government official will contact the Employer directly.*

Confirmation of Exemption by Employer*

Employer* Record Number: _____

This is to confirm that _____ (full name of the exempted person),
 RAIC/RAP/Temp pass #: _____, has an exemption from the mandatory
 vaccination requirements under the Transport Canada Interim Order Respecting Certain Requirements for Civil
 Aviation Due to COVID-19.

Signature: _____ Full Name: _____

Title: _____ Organization: _____

Phone number (day): _____

Date: _____

Location: _____

* Part 2 is to be completed by the employer or an organization responsible to validate the exemption request in accordance with the applicable airport-wide mandatory vaccination policy.