



Advisory #2021-A-044

**Subject:** Toronto Pearson Mandatory Vaccination Policy

**From:** Governance, Corporate Safety and Security

**Contact:** Dwayne Macintosh, [dwayne.macintosh@gtaa.com](mailto:dwayne.macintosh@gtaa.com)

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On August 13, the Canadian government announced that COVID-19 vaccinations would be required for employees in the federally regulated air transportation sector by October 31. The Greater Toronto Airports Authority (GTAA), as the operator of Toronto Pearson under a lease with the Government of Canada, supports this initiative and believes that vaccinations are the most effective way to ensure the health and safety of our employees, airport workers, passengers and communities while helping to decrease the spread of COVID-19 and variants. This initiative is consistent with the GTAA's Healthy Airport Commitment.

The GTAA has enacted its own mandatory vaccine policy effective September 14 that requires all GTAA employees to be fully vaccinated by October 31, 2021, with accommodation being provided for grounds covered by the Canadian Human Rights Act. This policy will protect employees themselves and will provide indirect protection to others, including the airport community and passengers. In order to provide a safe workplace for all, it is expected that every airport employer, contractor and commercial partner, regardless of whether they are provincially or federally regulated, have a mandatory vaccine policy in place for all of their employees. This is applicable to operations in the terminal or standalone facilities located on the airport property. The GTAA is currently working with the federal government to determine the preferred

method for giving effect to the vaccine requirement for all passengers and visitors to the airport.

At this time, all that GTAA is requiring from such employers, persons, businesses and organizations is an acknowledgement that they have either their own policy for mandatory vaccination or are working to complete one that will achieve mandatory vaccination by October 31, with accommodation as required by law. Please provide your acknowledgement by completing the form at [Toronto Pearson Vaccination Policy Report](#), no later than October 1, 2021. Please provide the name, title and contact details for your lead contact on this matter going forward.

The GTAA will continue to monitor developments, including future federal announcements as well as evolving medical advice, and we will communicate with you further as the requirements evolve. For example, we anticipate that an additional layer of due diligence and compliance checks with respect to employers' policies, such as a copy of your policy and periodic attestations that your organization is compliant with the policy, will be required. The GTAA may impose additional measures beyond the federal mandate, to ensure that employees, airport workers and passengers are protected from the hazard of COVID-19 when accessing the airport property. In the meantime, we encourage every organization to use the time that you have available to consult your employees and to develop a policy to achieve full vaccination by October 31.

We hope that you appreciate the benefits that will be provided by meeting the challenge of implementing this policy by October 31, for the health and safety of your employees, passengers and the community. As we move forward with this airport wide mandatory vaccine rollout, we encourage you to provide ongoing feedback to [vaccine.policy@gtaa.com](mailto:vaccine.policy@gtaa.com) so that we may focus on continuous improvement of the program.

Thank you for your cooperation as we continue to evolve COVID-19 safety protocols and protect the Toronto Pearson workforce.

Corporate Safety and Security