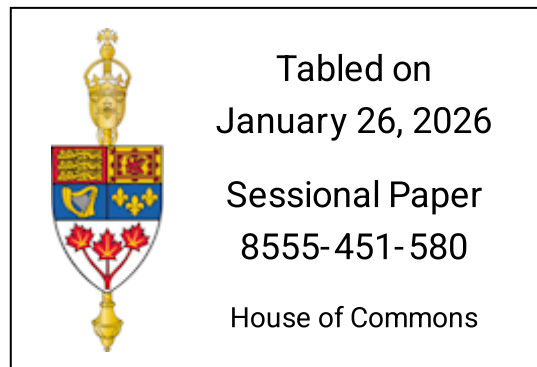

Question

With regard to COVID-19 vaccine mandates for public service employees, contractors and temporary workers: (a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by (i) department, (ii) role, (iii) employment type (full-time, temporary, contractor); (b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by (i) department, (ii) role, (iii) employment type (full-time, temporary, contractor); (c) were grievances filed against the government for the COVID-19 vaccine employment mandates; (d) if the answer to (c) is affirmative, for each grievance, (i) what is the department, (ii) what is the role, (iii) what is the grievance, (iv) what is the state of the grievance, (v) what is the amount of money paid to the employee, (vi) did the government apologize for their actions; (e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate; and (f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by (i) department, (ii) result of the request, (iii) who reviewed the exemption request?

Response

This response was tabled in the House of Commons on January 26, 2026, as Sessional Paper 8555-451-580.



Order/Address of the House of Commons

Question number
Q-580

Asked by
Dean Allison (Niagara West)

Date asked
November 17, 2025

Presented by

Kevin Lamoureux

Parliamentary Secretary to
the Leader of the Government
in the House of Commons

Instructions and Template

Instructions dated November 25, 2025

Question: Q-580²

Member: Dean Allison (Niagara West)

Instructions

These instructions are intended to be used by organizations assigned to produce a response in order to 1) provide a uniform government-wide interpretation of a question; 2) reference relevant government policies or documents; 3) present information in a consistent manner. Should an organization determine that the Privy Council Office instructions require clarification or additional guidance in order to ensure completeness of the response; the organization is encouraged to notify Privy Council Office.

Period

Up to and including November 17, 2025

All Departments

Organizations are required to provide a response regarding COVID-19 vaccine mandates for public service employees, contractors and temporary workers.

Template

Organizations that have information are required to complete the following template. Parts c) and e) should be answered directly on the response form.

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers

(d) if the answer to (c) is affirmative, for each grievance:

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions

(f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by:

(i) department	(ii) result of the request	(iii) who reviewed the exemption request

Women and Gender Equality Canada

Reply by: the Minister of Women and Gender Equality and Secretary of State (Small Business and Tourism)

Name of Signatory: Marie-Gabrielle Ménard

Reply

Women and Gender Equality Canada

Women and Gender Equality Canada does not collect or track this type of information in any of its systems as there is no coding available that would be applicable. The only individuals who may have access to this information are the employees directly affected or their managers.

The Department for Women and Gender Equality concluded that producing and validating a comprehensive response to this question would require a manual collection of information that is not possible in the time allotted and could lead to the disclosure of incomplete and misleading information.

Women and Gender Equality Canada has not received any grievances related to COVID-19 vaccination mandates for public service employees, contractors, and temporary workers, and has not received any requests for exemption on religious grounds.

Agriculture and Agri-Food Canada

Reply by: the Minister of Agriculture and Agri-Food

Reply

Agriculture and Agri-Food Canada

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by?

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Agriculture and Agri-Food Canada	Not Applicable	Not Applicable	NIL

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by?

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Agriculture and Agri-Food Canada	AS - 11 CO - 1 CR - 5 CTFIN - 2 EC - 1 EDLAT - 1 EG - 3 GL - 12 HP - 1 IT - 2 PG - 1 PM - 4 SERES - 1	Full-Time Seasonal	Employees (44) Temporary Workers (1)

(c) were grievances filed against the government for the COVID-19 vaccine employment mandates?

Agriculture and Agri-Food Canada received 23 grievances related to the government COVID-19 vaccine mandate.

(d) if the answer to (c) is affirmative, for each grievance?

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Agriculture and Agri-Food Canada	CO	Denial of religious exemption request	1 st level	NIL*	No
Agriculture and Agri-Food Canada	CO	Being placed on Leave without Pay	1 st level	NIL*	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Agriculture and Agri-Food Canada	AS	Being placed on Leave without Pay	Referred to adjudication	NIL*	No
Agriculture and Agri-Food Canada	CR	Being placed on Leave without Pay	Referred to adjudication	NIL*	No
Agriculture and Agri-Food Canada	CR	Being placed on Leave without Pay	Referred to adjudication	NIL*	No
Agriculture and Agri-Food Canada	AS	Denial of religious exemption request	Grievance withdrawn	Reimbursement of lost wages + \$1,000.00 in damages	No
Agriculture and Agri-Food Canada	IT	Being placed on Leave without Pay	Final level response provided	NIL*	No
Agriculture and Agri-Food Canada	AS	Being placed on Leave without Pay	Referred to adjudication	NIL*	No
Agriculture and Agri-Food Canada	PM	Denial of religious exemption request	Referred to adjudication	NIL*	No
Agriculture and Agri-Food Canada	GL	Being placed on Leave without Pay	Grievance withdrawn	Not Applicable	No
Agriculture and Agri-Food Canada	GL	Denial of religious exemption request	Referred to adjudication	NIL*	No
Agriculture and Agri-Food	PG	Denial of religious	Grievance withdrawn	Reimbursement of lost wages	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Canada		exemption request			
Agriculture and Agri-Food Canada	CR	Denial of religious exemption request	Grievance withdrawn	Reimbursement of lost wages + \$2,200.00 in damages	No
Agriculture and Agri-Food Canada	FI	Denial of religious exemption request	Grievance withdrawn	Reimbursement of lost wages	No
Agriculture and Agri-Food Canada	GL	Being placed on Leave without Pay	Final level	NIL*	No
Agriculture and Agri-Food Canada	GL	Denial of religious exemption request	Grievance dismissed	Not Applicable	No
Agriculture and Agri-Food Canada	GL	Being placed on Leave without Pay	Referred to adjudication	NIL*	No
Agriculture and Agri-Food Canada	GL	Being placed on Leave without Pay	Referred to adjudication	NIL*	No
Agriculture and Agri-Food Canada	CR	Being placed on Leave without Pay	Referred to adjudication	NIL*	No
Agriculture and Agri-Food Canada	AS	Being placed on Leave without Pay	Referred to adjudication	NIL*	No
Agriculture and Agri-Food Canada	GL	Denial of religious	Grievance withdrawn	Not Applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
		exemption request			
Agriculture and Agri-Food Canada	GL	Being placed on Leave without Pay	Grievance withdrawn	Not Applicable	No
Agriculture and Agri-Food Canada	HP	Denial of religious exemption request	Referred to adjudication	NIL*	No

*The related grievances remain active. As they are still pending resolution, no settlement payments have been issued to date.

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate?

Agriculture and Agri-Food Canada received 50 requests from employees seeking religious exemptions from the mandate.

(f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by?

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Agriculture and Agri-Food Canada	50 total requests received: - 25 approved - 21 denied - 4 no decision rendered	To ensure fairness and avoid bias, Agriculture and Agri-Food Canada's Human Resources Directorate created a Vaccine Task Force of approximately 10 people to review vaccine exemption requests. Following extensive consultations, recommendations were made by the Vaccine Task Force for final decision.

Canadian Heritage

Reply by: the Minister of Canadian Identity and Culture and Minister responsible for Official Languages

Name of Signatory: The Honourable Marc Miller

Reply

Canadian Heritage

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Canadien Heritage	0	Not applicable	0

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Canadien Heritage	Program Analyst	Full-time	4
Canadien Heritage	Administrative Grants Officer	Full-time	1
Canadien Heritage	Financial Coordinator	Full-time	1
Canadien Heritage	Program Assistant	Full-time	1
Canadien Heritage	Client Services Representative	Temporary	1
Canadien Heritage	Executive Assistant to the Director	Full-time	1

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Canadien Heritage	Senior Program Advisor	Full-time	2
Canadien Heritage	Information Technology Analyst	Full-time	1
Canadien Heritage	Program Officer	Full-time	3
Canadien Heritage	Compensation Liaison Officer	Full-time	1
Canadien Heritage	Finance, Human Resources and Administrative Officer	Full-time	1
Canadien Heritage	Human Resources Advisor	Full-time	1

(c) were grievances filed against the government for the COVID-19 vaccine employment mandates?

Yes.

(d) if the answer to (c) is affirmative, for each grievance:

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Canadian Heritage	Senior Program Advisor	Policy on COVID-19 and administrative leave without pay	Adjudication	Not applicable	No
Canadian Heritage	Senior Program Advisor	Administrative leave without pay	Withdrawn	Not applicable	No

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate?

Yes.

(f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by:

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Canadian Heritage	The employee did not provide enough information explaining why their religion prevented them from being fully vaccinated.	Internal Committee

Immigration, Refugees and Citizenship Canada

Reply by: the Minister of Immigration, Refugees and Citizenship

Name of Signatory: Peter Fragiskatos

Reply

Immigration, Refugees and Citizenship Canada

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by (i) department, (ii) role, (iii) employment type (full-time, temporary, contractor)?

None.

b) How many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by (i) department, (ii) role, (iii) employment type (full-time, temporary, contractor)?

Immigration, Refugees and Citizenship Canada suspended the pay of employees and temporary workers for non-compliance with the Government of Canada's COVID-19 vaccination requirement during the period in which the policy was in effect.

The individuals affected occupied a range of roles across the Department. The largest groups were program assistants, case processing employees, client support agents, officers, and administrative assistants. Smaller numbers were recorded among other roles, including analysts, policy advisors, project coordinators, managers, a director, and various corporate functions.

Most individuals subject to pay suspension were full-time indeterminate employees, although the data also includes full-time and part-time term employees, part-time indeterminate employees, students, and casual workers. A detailed breakdown by role and employment type is provided in the table below.

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Immigration, Refugees and Citizenship Canada	Officer	Full-time Indeterminate	12
Immigration, Refugees and Citizenship Canada	Administrative Assistant	Full-time Indeterminate (2) Part-time Student (1)	3
Immigration, Refugees and Citizenship Canada	Client Support Agent	Full-time Indeterminate (9) Full-time Term (4) Part-time Indeterminate (1)	14
Immigration, Refugees and Citizenship Canada	Case Processing (various)	Full-time Indeterminate (17) Full-time Term (3) Part-time Term (1) Full-time Casual (1)	22
Immigration, Refugees and Citizenship Canada	Program Assistant	Full-time Indeterminate (12) Part-time Indeterminate (2) Full-time Term (9) Full-time Casual (4)	27
Immigration, Refugees and Citizenship Canada	Project Coordinator	Full-time Indeterminate	2
Immigration, Refugees and Citizenship Canada	Senior Correspondence Coordinator	Full-time Indeterminate	1
Immigration, Refugees and Citizenship Canada	Analyst	Full-time Indeterminate	5
Immigration, Refugees and Citizenship Canada	Senior Policy Advisor	Full-time Indeterminate	3
Immigration, Refugees and Citizenship Canada	Communications Advisor	Full-time Indeterminate	2
Immigration, Refugees and	Program Advisor	Full-time Indeterminate	1

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Citizenship Canada			
Immigration, Refugees and Citizenship Canada	Human Resources Advisor	Part-time Indeterminate	1
Immigration, Refugees and Citizenship Canada	Senior Human Resources Advisor	Full-time Indeterminate	1
Immigration, Refugees and Citizenship Canada	Senior Access to Information and Privacy Administrator	Full-time Indeterminate	1
Immigration, Refugees and Citizenship Canada	Data Quality Process Administrator	Full-time Indeterminate	1
Immigration, Refugees and Citizenship Canada	Manager	Full-time Indeterminate	3
Immigration, Refugees and Citizenship Canada	Director	Full-time Indeterminate	1
Immigration, Refugees and Citizenship Canada	Executive Assistant	Full-time Indeterminate	2
Immigration, Refugees and Citizenship Canada	Information Technology Technician	Full-time Indeterminate	1

c) were grievances filed against the government for the COVID-19 vaccine employment mandates?

Yes. Immigration, Refugees and Citizenship Canada received grievances related to the Government of Canada's COVID-19 vaccination requirement. These grievances were filed on a variety of grounds, including religious accommodation, medical accommodation, leave-related decisions, issues relating to term non-renewals, or a combination of these grounds.

d) if the answer to (c) is affirmative, for each grievance, (i) what is the department, (ii) what is the role, (iii) what is the grievance, (iv) what is the state of the grievance, (v) what is the amount of money paid to the employee, (vi) did the government apologize for their actions?

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Immigration, Refugees and Citizenship Canada	Administrative Officer	Vaccination Policy —medical	Settled	Approximately \$6,800	Not applicable
Immigration, Refugees and Citizenship Canada	Program Assistant	Vaccination Policy —religious	Settled—final level	\$20,000	Not applicable
Immigration, Refugees and Citizenship Canada	Case Processing Officer	Vaccination Policy —religious	Pending—final level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Program Assistant	Vaccination Policy —medical	Pending—second level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Client Support Agent	Vaccination Policy —religious	Pending—second level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Program Assistant	Vaccination Policy —leave	Pending—first level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Case Processing Agent	Vaccination Policy —religious	Pending—first level	Pending decision	Pending decision
Immigration, Refugees and	Administrative Officer	Vaccination Policy —religious	Pending—Adjudication	Pending decision	Pending decision

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Citizenship Canada					
Immigration, Refugees and Citizenship Canada	Program Officer	Vaccination Policy —medical	Pending—Adjudication	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Program Officer	Vaccination Policy —leave	Pending—Adjudication	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Case Processing Agent	Vaccination Policy —religious	Pending—final level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Case Processing Agent	Vaccination—term non-renewal	Pending—final level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Client Support Agent	Vaccination Policy —religious	Withdrawn	Not applicable	Not applicable
Immigration, Refugees and Citizenship Canada	Client Support Agent	Vaccination Policy —leave	Denied—final level	Not applicable	Not applicable
Immigration, Refugees and Citizenship Canada	Program Assistant	Vaccination Policy —religious	Pending—first level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Program Advisor	Vaccination Policy —religious	Denied—first level	Not applicable	Not applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Immigration, Refugees and Citizenship Canada	Case Processing Clerk	Vaccination Policy —religious	Pending—first level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Program Assistant	Vaccination Policy —religious	Pending—final level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Project Officer	Vaccination Policy —leave	Withdrawn—adjudication	Not applicable	Not applicable
Immigration, Refugees and Citizenship Canada	Manager	Vaccination Policy —religious	Pending—first level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Case Processing Agent	Vaccination Policy —religious	Pending—final level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Case Analyst	Vaccination Policy —religious	Pending—first level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Project Coordinator	Vaccination Policy —religious	Pending—adjudication	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Case Processing Agent	Vaccination Policy —religious	Pending—final level	Pending decision	Pending decision
Immigration, Refugees and	Case Processing Agent	Vaccination Policy —religious	Pending—adjudication	Pending decision	Pending decision

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Citizenship Canada					
Immigration, Refugees and Citizenship Canada	Financial Operations Analyst	Vaccination Policy —medical	Denied—second level	Not applicable	Not applicable
Immigration, Refugees and Citizenship Canada	Case Processing Agent	Vaccination Policy —religious	Withdrawn—first level	Not applicable	Not applicable
Immigration, Refugees and Citizenship Canada	Senior Correspondence Coordinator	Vaccination Policy —leave	Pending—adjudication	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Senior Policy and Program Advisor	Vaccination Policy —religious	Pending—adjudication	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Collection Officer	Vaccination Policy —religious	Pending—adjudication	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Senior Access to Information and Privacy Administrator	Vaccination Policy	Pending—adjudication	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Senior Policy and Program Advisor	Vaccination Policy —religious	Pending—adjudication	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Program Assistant	Vaccination Policy —religious	Pending—final level	Pending decision	Pending decision

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Immigration, Refugees and Citizenship Canada	Program Assistant	Vaccination Policy —religious	Denied—second level	Not applicable	Not applicable
Immigration, Refugees and Citizenship Canada	Access to Information and Privacy Officer	Vaccination Policy —religious / Term non-renewal	Pending—adjudication	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Program Assistant	Vaccination Policy —religious / leave	Pending—final level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Program Assistant	Vaccination Policy —religious / leave	Pending—second level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Data Quality Administration	Vaccination Policy —medical	Pending—adjudication	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Information Technology Technician	Vaccination Policy —accommodation	Pending—adjudication	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Technician Advisor	Vaccination Policy —accommodation	Pending—first level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Client Support Agent	Vaccination Policy —leave	Withdrawn—second step	Not applicable	Not applicable
Immigration, Refugees and Citizenship Canada	Client Support Agent	Vaccination Policy —religious	Pending—adjudication	Pending decision	Pending decision

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Citizenship Canada					
Immigration, Refugees and Citizenship Canada	Program Assistant	Vaccination Policy —medical	Pending—first level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Program Assistant	Vaccination Policy —medical	Pending—first level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Program Advisor	Vaccination Policy —religious	Pending—final level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Case Processing Clerk	Vaccination Policy	Pending—first level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Case Processing Officer	Vaccination Policy —religious	Pending—final level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Communications Advisor	Vaccination Policy —religious	Pending—final level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Case Processing Agent	Vaccination Policy —religious	Pending—second level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Case Processing Agent	Vaccination Policy —accommodation / leave	Pending—final level	Pending decision	Pending decision

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Immigration, Refugees and Citizenship Canada	Human Resources Advisor	Vaccination Policy —religious	Denied—first level	Not applicable	Not applicable
Immigration, Refugees and Citizenship Canada	Program Assistant	Vaccination Policy —leave	Pending—adjudication	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Program Assistant	Vaccination Policy —medical	Withdrawn—first level	Not applicable	Not applicable
Immigration, Refugees and Citizenship Canada	Information Technology Analyst	Vaccination Policy —leave	Pending—first level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Program Officer	Vaccination Policy —leave	Denied—final level	Not applicable	Not applicable
Immigration, Refugees and Citizenship Canada	Client Support Agent	Vaccination Policy —leave	Pending—second level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Program Advisor	Vaccination Policy —leave	Pending—final level	Pending decision	Pending decision
Immigration, Refugees and Citizenship Canada	Program Assistant	Vaccination Policy —leave	Denied—first level	Not applicable	Not applicable
Immigration, Refugees and	Program Assistant	Vaccination Policy —religious	Denied—first level	Not applicable	Not applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Citizenship Canada					

e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate?

Yes. Under the Government of Canada's COVID-19 vaccination policy, employees who could not be vaccinated for religious reasons were able to request an accommodation with supporting documentation. At Immigration, Refugees and Citizenship Canada, 139 such requests were received; 11 were approved and 128 were denied following review by the Department's Accommodation Review Committee.

f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by (i) department, (ii) result of the request, (iii) who reviewed the exemption request?

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Immigration, Refugees and Citizenship Canada	11 approved	Accommodation Review Committee
Immigration, Refugees and Citizenship Canada	128 denied	Accommodation Review Committee

Crown-Indigenous Relations and Northern Affairs Canada

Reply by: the Minister of Crown-Indigenous Relations

Name of Signatory: Jaime Battiste

Reply

Crown-Indigenous Relations and Northern Affairs Canada

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine?

None.

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by (i) department, (ii) role, (iii) employment type (full-time, temporary, contractor)?

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Crown-Indigenous Relations and Northern Affairs Canada	*	Indeterminate	1
Crown-Indigenous Relations and Northern Affairs Canada	*	Indeterminate	1
Crown-Indigenous Relations and Northern Affairs Canada	*	Indeterminate	1
Crown-Indigenous Relations and Northern Affairs Canada	*	Indeterminate	1
Crown-Indigenous Relations and Northern Affairs Canada	*	Indeterminate	1
Crown-Indigenous Relations and Northern Affairs Canada	*	Term	1
Crown-Indigenous Relations and Northern Affairs Canada	*	Indeterminate	1
Crown-Indigenous Relations and Northern Affairs Canada	*	Indeterminate	1
Crown-Indigenous Relations and Northern Affairs Canada	*	Indeterminate	1
Crown-Indigenous Relations and Northern Affairs Canada	*	Indeterminate	1

* In processing Parliamentary Returns, the Government applies the *Privacy Act* and the principles set out in the *Access to Information Act*, and certain information has been withheld on the grounds that the information constitutes personal information.

(c) were grievances filed against the government for the COVID-19 vaccine employment mandates?

Yes.

(d) if the answer to (c) is affirmative, for each grievance, (i) what is the department, (ii) what is the role, (iii) what is the grievance, (iv) what is the state of the grievance, (v) what is the amount of money paid to the employee, (vi) did the government apologize for their actions?

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Crown-Indigenous Relations and Northern Affairs Canada	*	Vaccination - Policy (object the requirement)	In Abeyance	Not applicable	Not applicable
Crown-Indigenous Relations and Northern Affairs Canada	*	Vaccination - Duty to Accommodate	In Abeyance	Not applicable	Not applicable
Crown-Indigenous Relations and Northern Affairs Canada	*	Vaccination - Leave Without Pay	In Abeyance	Not applicable	Not applicable
Crown-Indigenous Relations and Northern Affairs Canada	*	Vaccination - Unconstitutional	Denied	0	No
Crown-Indigenous Relations and Northern Affairs Canada	*	Vaccination - Policy (object the requirement)	Denied	0	No

* In processing Parliamentary Returns, the Government applies the *Privacy Act* and the principles set out in the *Access to Information Act*, and certain information has been withheld on the grounds that the information constitutes personal information.

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate?

Yes.

(f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by (i) department, (ii) result of the request, (iii) who reviewed the exemption request?

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Crown-Indigenous Relations and Northern Affairs Canada	Cancelled	No applicable
Crown-Indigenous Relations and Northern Affairs Canada	Denied	A committee comprised of the Deputy Minister, Assistant Deputy Ministers, Legal Counsel, Director, Labour Relations, Senior Advisor and Labour Relations.
Crown-Indigenous Relations and Northern Affairs Canada	Denied	A committee comprised of the Deputy Minister, Assistant Deputy Ministers, Legal Counsel, Director, Labour Relations, Senior Advisor and Labour Relations.
Crown-Indigenous Relations and Northern Affairs Canada	Denied	A committee comprised of the Deputy Minister, Assistant Deputy Ministers, Legal Counsel, Director, Labour Relations, Senior Advisor and Labour Relations.
Crown-Indigenous Relations and Northern Affairs Canada	Denied	A committee comprised of the Deputy Minister, Assistant Deputy Ministers, Legal Counsel, Director, Labour Relations, Senior Advisor and Labour Relations.
Crown-Indigenous Relations and Northern Affairs Canada	Denied	A committee comprised of the Deputy Minister, Assistant Deputy Ministers, Legal Counsel, Director, Labour Relations, Senior Advisor and Labour Relations.
Crown-Indigenous Relations and Northern Affairs Canada	Approved	A committee comprised of the Deputy Minister, Assistant Deputy Ministers, Legal Counsel, Director, Labour Relations, Senior Advisor and Labour Relations.
Crown-Indigenous Relations and Northern Affairs Canada	Denied	Not applicable
Crown-Indigenous Relations and Northern Affairs Canada	Denied	A committee comprised of the Deputy Minister, Assistant Deputy Ministers, Legal Counsel, Director, Labour Relations, Senior Advisor and Labour Relations.

Employment and Social Development Canada

Reply by: the Minister of Jobs and Families and Minister responsible for the Federal Economic Development Agency for Northern Ontario

Name of Signatory: Annie Koutrakis

Reply

Employment and Social Development Canada

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by (i) department, (ii) role, (iii) employment type (full-time, temporary, contractor)?

No employees or temporary workers were terminated because they did not have the COVID-19 vaccine.

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by (i) department, (ii) role, (iii) employment type (full-time, temporary, contractor)?

In total, 242 employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine. Here is the requested breakdown:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Employment and Social Development Canada: 242	Administrative Assistant Support: 2 Analyst, Business Analysis: 1 Analyst, Data and Reporting: 1 Analyst, Information Technology Business Line Support Services: 1 Assistant, Executive Services: 2 Business Expertise Advisor: 8 Business Expertise Consultant: 2 Business Intelligence Consultant: 1 Citizen Services Officer: 23 Citizen Services Specialist: 1 Clerk, Program Support: 3 Communications Marketing Advisor: 1 Compensation Advisor: 1 Coordinator, Executive Services: 1 Evaluator: 1 Executive Assistant: 1	Student: 1 As When Required Casual: 1 Casual: 4 Determinate 3 to 6 months: 2 Determinate more than 6 months: 59 Indeterminate: 175	Employees: 175 Temporary: 67

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
	Financial Analyst: 2 Financial Auditor: 1 Financial Services Advisor: 1 Financial Services Clerk: 2 Human Resources Services Assistant: 1 Integrity Services Investigator: 7 Integrity Services Officer: 3 Information Technology Analyst, Information Operations: 1 Information Technology Analyst, System Support: 1 Information Technology Senior Advisor, Enterprise Architecture: 1 Information Technology Technician, System Support: 3 Junior Researcher: 1 Learning Consultant/Instructional Designer: 1 Legal Advisor: 1 Manager: 1 Manager Learning Services: 1 Medical Adjudicator: 2 Officer, Business Services: 1 Officer, Disability Appeals Program: 1 Officer, Executive Services: 1 Officer, Human Resources Services: 1 Officer, National Income Disability Services: 1 Officer, Passport: 9 Officer, Program Services: 13		

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
	Passport Clerk: 1 Passport Printing Support: 1 Payment Services Officer: 50 Policy Analyst: 4 Policy Officer: 1 Privacy Officer: 1 Programmer Analyst, Application Development: 5 Programmer, Application Development: 1 Program Advisor: 3 Program Officer: 3 Program Service Delivery Clerk: 3 Real Property Project Officer: 1 Research Advisor: 2 Senior Financial Analyst: 1 Senior Investigator: 1 Senior Policy Analyst: 3 Senior Program Advisor: 4 Senior Program Development Officer: 1 Service Canada Benefits Officer: 23 Service Desk Agent: 1 Service Manager: 1 Specialist, Procurement: 1 Support Technician, Infrastructure/Operations: 1 Support Clerk: 10 Team Leader, Infrastructure/Operations: 1 Team Leader: 3 Team Leader, Client Services: 1		

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
	Team Leader, Data Systems: 1 Unavailable: 6		

(c) were grievances filed against the government for the COVID-19 vaccine employment mandates?

Yes, they were grievances filed against the government for the COVID-19 vaccine employment mandates.

(d) if the answer to (c) is affirmative, for each grievance, (i) what is the department, (ii) what is the role, (iii) what is the grievance, (iv) what is the state of the grievance, (v) what is the amount of money paid to the employee, (vi) did the government apologize for their actions?

A total of 252 grievances were filed. For context, grievances follow an established process through the collective agreement and the Federal Public Sector Labour Relations and Employment Board Act with established timelines. Currently, the majority of vaccination policy grievances are either at the final level of the departmental grievance process, mostly due to capacity issues within union, or at adjudication with the Federal Public Sector Labour Relations and Employment Board (the “Board”). It can take years before a case is heard in front of the Board as such grievances remain open until they are settled, withdrawn by the grievor or a decision is rendered made at by the Board, or higher, if there is an appeal. Here is the requested breakdown:

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Integrity Services Investigator	Vaccination Policy contravenes Collective Agreement Articles	Closed	0	Non Applicable
Employment and Social Development Canada	Financial Services Advisor	Safety & Health	Closed	0	Non Applicable
Employment and Social	Payment Services Officer	Vaccination Policy contravenes Collective Agreement Articles	Closed	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Development Canada					
Employment and Social Development Canada	Program Advisor	Vaccination Policy contravenes Collective Agreement Articles	Closed	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Service Manager	Vaccination Policy contravenes Collective Agreement Articles	Closed	0	Non Applicable
Employment and Social Development Canada	Citizen Services Officer	Duty to Accommodate refusal for a medical exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Citizen Services Officer	Duty to Accommodate refusal for other prohibited grounds exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Integrity Services Officer	Safety & Health	Closed	0	Non Applicable
Employment and Social	Policy Officer	Duty to Accommodate refusal for a religious	Closed	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Development Canada		exemption of the Vaccination Policy			
Employment and Social Development Canada	Officer, Project Services	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Clerk, Claims Administration	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Citizen Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Officer, Passport	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Junior Business Analyst	Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Administrative Assistant Support	Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Support Clerk	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Policy Officer	Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Officer, Labour Affairs	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the	Closed	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Development Canada		Vaccination Policy & Leave Without Pay			
Employment and Social Development Canada	Team Leader	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Senior Policy Analyst	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Officer, Business Services	Duty to Accommodate refusal for a medical exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Information Technology Technical Advisor, Enterprise Architecture	Leave Without Pay & Review of Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Policy Officer	Duty to Accommodate refusal for a medical exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Term not renewed due to no adherence to Vaccination Policy	Closed	300	Non Applicable
Employment and Social Development Canada	Officer, Business Services	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	500	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Officer, Business Services	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	5000	Non Applicable
Employment and Social Development Canada	Information Technology Technical Advisor, System Support	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	5000	Non Applicable
Employment and Social Development Canada	Passport Printing Support	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Information Technology Technician, System Support	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Information Technology Technician, System Support	Leave Without Pay & Review of Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Senior Policy Analyst	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Senior Policy Analyst	Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Medical Adjudicator	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Policy Analyst	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Officer, Business Services	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Citizen Services Officer	Leave Without Pay & Suspension related to Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Senior Program Development Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Senior Policy Analyst	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Senior Policy Analyst	Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Integrity Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Policy Officer	Vaccination Policy contravenes Collective Agreement Articles	Closed	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Administrative Support Officer Information Technology Asset Lifecycle Management Services	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Officer, Passport	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Senior Policy Analyst	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social	Senior Policy Analyst	Leave Without Pay	Closed	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Development Canada					
Employment and Social Development Canada	Information Technology Analyst, System Support	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Information Technology Analyst, System Support	Leave Without Pay & Review of Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Coordinator, Executive Services	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Program Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Medical Adjudicator	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Medical Adjudicator	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Senior Specialist, Procurement	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Senior Specialist, Procurement	Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Senior Specialist, Procurement	Leave Without Pay & Review of Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Team Leader, Client Services	Vaccination Policy contravenes Collective Agreement Articles	Closed	0	Non Applicable
Employment and Social Development Canada	Program Advisor	Vaccination Policy contravenes Collective Agreement Articles	Closed	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Vaccination Policy contravenes Collective Agreement Articles	Closed	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Vaccination Policy contravenes Collective Agreement Articles	Closed	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Citizen Services Officer	Vaccination Policy contravenes Collective Agreement Articles	Closed	0	Non Applicable
Employment and Social Development Canada	Human Resources Services Assistant	Vaccination Policy contravenes Collective Agreement Articles & Duty to Accommodate refusal for a medical exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Citizen Services Officer	Vaccination Policy contravenes Collective Agreement Articles	Closed	0	Non Applicable
Employment and Social Development Canada	Integrity Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Human Resources Services Assistant	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Program Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Medical Adjudicator	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Policy Analyst	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Program Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Officer, Passport	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Senior Program Advisor	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Program Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Evaluator	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Program Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Medical Adjudicator	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Information Technology Team Leader, System Support	Proof of Status	Closed	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Information Technology Senior Advisor, Business Lines and Applications Support	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Evaluator	Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Junior Policy Analyst	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Citizen Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Integrity Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Citizen Services Officer	Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Program Advisor	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Closed	0	Non Applicable
Employment and Social Development Canada	Information Technology Team Leader, System Support and Database Management	Leave Without Pay & Review of Policy	Closed	0	Non Applicable
Employment and Social Development Canada	Support Clerk	Safety & Health	Open	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Vaccination Policy contravenes Collective Agreement Articles	Open	0	Non Applicable
Employment and Social Development Canada	Analyst, Business Analysis	Vaccination Policy contravenes Collective Agreement Articles	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Payment Services Officer	Vaccination Policy contravenes Collective Agreement Articles	Open	0	Non Applicable
Employment and Social Development Canada	Officer, Business Services	Vaccination Policy contravenes Collective Agreement Articles	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Vaccination Policy contravenes Collective Agreement Articles	Open	0	Non Applicable
Employment and Social Development Canada	Information Technology Analyst, System Support	Vaccination Policy contravenes Collective Agreement Articles	Open	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Financial Services Clerk	Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Officer, Program Services	Vaccination Policy contravenes Collective Agreement Articles	Open	0	Non Applicable
Employment and Social Development Canada	Clerk, Program Support	Vaccination Policy contravenes Collective Agreement Articles	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Citizen Services Officer	Vaccination Policy contravenes Collective Agreement Articles	Open	0	Non Applicable
Employment and Social Development Canada	Officer, Program Services	Vaccination Policy contravenes Collective Agreement Articles	Open	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Manager	Vaccination Policy contravenes Collective Agreement Articles	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Officer, Program Services	Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Administrative Assistant Support	Leave Without Pay	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Officer, Program Services	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Unpaid leave while waiting on Duty to Accommodate for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Citizen Services Officer	Vaccination Policy contravenes Collective Agreement Articles	Open	0	Non Applicable
Employment and Social Development Canada	Support Clerk	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Officer, Program Services	Vaccination Policy contravenes Collective Agreement Articles	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Officer, Program Services	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Officer, Program Services	Vaccination Policy not communicated to Employee upon request	Open	0	Non Applicable
Employment and Social Development Canada	Service Manager	Duty to Accommodate refusal for other prohibited grounds exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Policy Analyst	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Passport Clerk	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Officer, Program Services	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Program Advisor	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Assistant, Executive Services	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Real Property Project Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Citizen Services Officer	Vaccination Policy contravenes Collective Agreement Articles	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Information Technology Technician, System Support	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Team Leader	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Integrity Services Investigator	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Manager	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Program Advisor	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Integrity Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Human Resources Services Assistant	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Program Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Business Expertise Advisor	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Information Technology Analyst, Information Operations	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Program Consultant	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Support Clerk	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Senior Learning Specialist	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Consultant	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Integrity Services Investigator	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Officer, Program Services	Vaccination Policy contravenes Collective Agreement Articles	Open	0	Non Applicable
Employment and Social Development Canada	Program Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Officer, Program Services	Vaccination Policy contravenes Collective Agreement Articles	Open	0	Non Applicable
Employment and Social Development Canada	Integrity Services Investigator	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Officer, Program Services	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Business Expertise Consultant	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Officer, Program Services	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Officer, Program Services	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Team Leader	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Business Expertise Advisor	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Integrity Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Integrity Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Senior Program Advisor	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Information Technology Technician, Information Operations	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Citizen Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Team Leader	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Team Leader	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social	Junior Business Analyst	Duty to Accommodate refusal for a religious	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Development Canada		exemption of the Vaccination Policy			
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Citizen Services Officer	Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Officer, Program Services	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Policy Analyst	Leave Without Pay	Open	0	Non Applicable
Employment and Social	Officer, Early Resolution	Duty to Accommodate refusal for a religious	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Development Canada		exemption of the Vaccination Policy			
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Officer, Passport	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Program Advisor	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Program Advisor	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Program Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Program Officer	Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Integrity Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Leave Without Pay	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Support Clerk	Duty to Accommodate refusal for a medical exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Program Advisor	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Clerk, Program Support	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Business Intelligence Consultant	Leave Without Pay	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Support Clerk	Duty to Accommodate refusal for a medical exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Business Expertise Advisor	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Business Expertise Consultant	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Officer, Values and Ethics	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Citizen Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Privacy Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Officer, Program Services	Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Medical Adjudicator	Leave Without Pay & Review of Policy	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Service Canada Benefits Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Information Technology Analyst, Information Operations	Leave Without Pay & Review of Policy	Open	0	Non Applicable
Employment and Social Development Canada	Information Technology Analyst, Information Operations	Leave Without Pay & Review of Policy	Open	0	Non Applicable
Employment and Social Development Canada	Information Technology Analyst, System Support	Leave Without Pay & Review of Policy	Open	0	Non Applicable
Employment and Social Development Canada	Medical Adjudicator	Leave Without Pay & Review of Policy	Open	0	Non Applicable
Employment and Social Development Canada	Team Leader	Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Medical Adjudicator	Leave Without Pay & Review of Policy	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Information Technology Technical Advisor, System Support	Leave Without Pay & Review of Policy	Open	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Junior Business Analyst	Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Service Canada Benefits Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy & Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Information Technology Team Leader, System Support	Leave Without Pay & Review of Policy	Open	0	Non Applicable
Employment and Social Development Canada	Information Technology Technician, System Support	Leave Without Pay & Review of Policy	Open	0	Non Applicable

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Employment and Social Development Canada	Payment Services Officer	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable
Employment and Social Development Canada	Information Technology Analyst, System Support	Leave Without Pay & Review of Policy	Open	0	Non Applicable
Employment and Social Development Canada	Administrative Assistant Support	Leave Without Pay	Open	0	Non Applicable
Employment and Social Development Canada	Information Technology Technical Advisor, Enterprise Architecture	Leave Without Pay & Review of Policy	Open	0	Non Applicable
Employment and Social Development Canada	Officer, Program Services	Duty to Accommodate refusal for a religious exemption of the Vaccination Policy	Open	0	Non Applicable

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate?

Employment and Social Development Canada received 300 religious exemption requests for the COVID-19 employment vaccine mandate. For context, a grievance is a formal complaint about perceived violations of employment rights, collective agreements, or workplace policies, typically involving a structured process that may include union representation and formal investigation, while an exemption request is an informal appeal to management for permission to deviate from standard policies or procedures due to individual circumstances, such as requesting flexible work arrangements. This process generally involves discussion with a manager and is based on managerial discretion rather than a formal investigation. Therefore, the number of grievances, included in part d) of this response, and of exemption requests pertaining to the COVID-19 vaccine mandate will differ, as these represent two distinct types of requests and processes.

(f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by (i) department, (ii) result of the request, (iii) who reviewed the exemption request?

All 300 religious exemption requests reviewed by the Employment and Social Development Canada's Duty to Accommodate Review Panel are closed.

Finance Canada

Reply by: the Minister of Finance and National Revenue

Name of Signatory: the Honourable François-Philippe Champagne

Reply

Department of Finance Canada

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by (i) department, (ii) role, (iii) employment type (full-time, temporary, contractor)?

Regarding part (i), fewer than 10 employees at the Department of Finance were terminated because they didn't have the COVID-19 vaccine.

Regarding part (ii), please note that in processing Parliamentary Questions, the Department of Finance applies the principles set out in the Access to Information Act and the Privacy Act. Due to the small size of the data set, certain information has been withheld on the grounds that the information constitutes personal information, and disclosure may present a risk of compromising privacy and confidentiality.

Regarding part (iii), please note that in processing Parliamentary Questions, the Department of Finance applies the principles set out in the Access to Information Act and the Privacy Act. Due to the small size of the data set, certain information has been withheld on the grounds that the information constitutes personal information, and disclosure may present a risk of compromising privacy and confidentiality.

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by (i) department, (ii) role, (iii) employment type (full-time, temporary, contractor)?

Regarding part (i), fewer than 10 employees at the Department of Finance have had their pay suspended because they didn't have the COVID-19 vaccine.

Regarding part (ii), please note that in processing Parliamentary Questions, the Department of Finance applies the principles set out in the Access to Information Act and the Privacy Act. Due to the small size of the data set, certain

information has been withheld on the grounds that the information constitutes personal information, and disclosure may present a risk of compromising privacy and confidentiality.

Regarding part (iii), please note that in processing Parliamentary Questions, the Department of Finance applies the principles set out in the Access to Information Act and the Privacy Act. Due to the small size of the data set, certain information has been withheld on the grounds that the information constitutes personal information, and disclosure may present a risk of compromising privacy and confidentiality.

(c) were grievances filed against the government for the COVID-19 vaccine employment mandates?

Yes. A total of less than 10 grievances were filed against the *Policy on COVID-19 Vaccination for the Core Public Administration Including the Royal Canadian Mounted Police* at the Department of Finance.

(d) if the answer to (c) is affirmative, for each grievance, (i) what is the department, (ii) what is the role, (iii) what is the grievance, (iv) what is the state of the grievance, (v) what is the amount of money paid to the employee, (vi) did the government apologize for their actions?

Regarding part (i), fewer than 10 complaints in total were filed regarding the *Policy on COVID-19 Vaccination for the Core Public Administration Including the Royal Canadian Mounted Police* .

Regarding part (ii), please note that in processing Parliamentary Questions, the Department of Finance applies the principles set out in the Access to Information Act and the Privacy Act. Due to the small size of the data set, certain information has been withheld on the grounds that the information constitutes personal information, and disclosure may present a risk of compromising privacy and confidentiality.

Regarding part (iii), please note that in processing Parliamentary Questions, the Department of Finance applies the principles set out in the Access to Information Act and the Privacy Act. Due to the small size of the data set, certain information has been withheld on the grounds that the information constitutes personal information, and disclosure may present a risk of compromising privacy and confidentiality.

Regarding part (iv), the Department of Finance did not offer any corrective actions or financial remedies in response to any of the fewer than 10 grievances filed.

Regarding part (v), the Department of Finance did not offer any apologies in response to any of the fewer than 10 grievances filed.

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate?

Yes. The Department of Finance received religious exemption requests to the *Policy on COVID-19 Vaccination for the Core Public Administration Including the Royal Canadian Mounted Police* .

(f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by (i) department, (ii) result of the request, (iii) who reviewed the exemption request?

Regarding part (i), fewer than 10 exemption requests were received at the Department of Finance. Please note that in processing Parliamentary Questions, the Department of Finance applies the principles set out in the Access to Information Act and the Privacy Act. Due to the small size of the data set, certain information has been withheld on the grounds that the information constitutes personal information, and disclosure may present a risk of compromising privacy and confidentiality.

Regarding part (ii), please note that in processing Parliamentary Questions, the Department of Finance applies the principles set out in the Access to Information Act and the Privacy Act. Due to the small size of the data set, certain information has been withheld on the grounds that the information constitutes personal information, and disclosure may present a risk of compromising privacy and confidentiality.

Regarding part (iii), employees who were unable to be vaccinated for religious reasons, or any other reason related to grounds that prohibit discrimination as laid out in the *Canadian Human Rights Act*, would seek approval for their accommodation request from their manager.

Fisheries and Oceans Canada

Reply by: the Minister of Fisheries

Name of Signatory: Ernie Klassen

Reply

Fisheries and Oceans Canada

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by:

Fisheries and Oceans Canada have not terminated any employees and temporary workers because they did not have the COVID-19 vaccine.

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Fisheries and Oceans Canada	Account Representative	Full-time	2
Fisheries and Oceans Canada	Administrative Clerk	Full-time	4
Fisheries and Oceans Canada	Administrative Officer	Full-time	4

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Fisheries and Oceans Canada	Administrative Services	Full-time	1
Fisheries and Oceans Canada	Biologist	Full-time	4
Fisheries and Oceans Canada	Compliance Program Officer	Full-time	2
Fisheries and Oceans Canada	Coordinator	Full-time	2
Fisheries and Oceans Canada	Coordinator, Systems	Full-time	1
Fisheries and Oceans Canada	Executive Assistant	Full-time	1
Fisheries and Oceans Canada	Fishery Officer	Full-time	1
Fisheries and Oceans Canada	Human Resources Data Analyst	Full-time	1
Fisheries and Oceans Canada	Information Analyst	Full-time	1
Fisheries and Oceans Canada	Information Technology Analyst	Full-time	1
Fisheries and Oceans Canada	Information Technology Technician	Full-time	1
Fisheries and Oceans Canada	Lead, Sales and Distribution	Full-time	1
Fisheries and Oceans Canada	Maintenance Superintendent	Full-time	1
Fisheries and Oceans Canada	Management and Projects Officer	Full-time	1
Fisheries and Oceans Canada	Operations Team Lead	Full-time	1
Fisheries and Oceans Canada	Pay Advisor	Full-time	2
Fisheries and Oceans Canada	Planning Officer	Full-time	1

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Fisheries and Oceans Canada	Planning Support Clerk	Full-time	1
Fisheries and Oceans Canada	Policy/Economic Analyst	Full-time	1
Fisheries and Oceans Canada	Procurement Officer	Full-time	1
Fisheries and Oceans Canada	Program Officer	Full-time	1
Fisheries and Oceans Canada	Project Officer	Full-time	1
Fisheries and Oceans Canada	Project Supervisor	Full-time	2
Fisheries and Oceans Canada	Researcher and Analyst	Full-time	1
Fisheries and Oceans Canada	Resource Planning Officer	Full-time	1
Fisheries and Oceans Canada	Science Technician	Full-time	2
Fisheries and Oceans Canada	Scientist	Full-time	1
Fisheries and Oceans Canada	Senior Real Estate Officer	Full-time	1
Fisheries and Oceans Canada	Team Leader Finance and Admin	Full-time	1
Fisheries and Oceans Canada	Web Officer	Full-time	1
Fisheries and Oceans Canada	Writing and Analysis Officer	Full-time	1
Fisheries and Oceans Canada	Environmental Officer	Temporary	1
Fisheries and Oceans Canada	Information Technology Technician	Temporary	1

(c) were grievances filed against the government for the COVID-19 vaccine employment mandates?

Yes.

(d) if the answer to (c) is affirmative, for each grievance:

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Fisheries and Oceans Canada	Science technician	Duty to Accommodate Exemption to policy request denied	Open - abeyance	Confidential information.	No
Fisheries and Oceans Canada	Procurement Officer	Suspension of pay	Open - abeyance	Confidential information.	No
Fisheries and Oceans Canada	Compliance Officer	Duty to Accommodate Exemption to policy request denied	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Manager, Program Services	Duty to Accommodate Exemption to policy request denied	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Information Technology Technician	Suspension of pay	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Information Technology Technician	Duty to Accommodate Exemption to policy request denied	Open - abeyance	Confidential information.	No
Fisheries and Oceans Canada	Accounts Representative	Duty to Accommodate Exemption to policy request denied	Closed - withdrawn	Confidential information.	No
Fisheries and Oceans Canada	Office Planning	Duty to Accommodate Exemption to policy request denied	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans	Lab Technician	Duty to Accommodate	Closed - withdrawn	Confidential information.	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Canada		Exemption to policy request denied			
Fisheries and Oceans Canada	Enhancement Technician	Duty to Accommodate Exemption to policy request denied	Closed - withdrawn	Confidential information.	No
Fisheries and Oceans Canada	Administrative Assistant	Duty to Accommodate Exemption to policy request denied	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Data Analyst	Duty to Accommodate Exemption to policy request denied	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Communications Advisor	Duty to Accommodate Exemption to policy request denied	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Field Supervisor	Duty to Accommodate Exemption to policy request denied	Open - abeyance	Confidential information.	No
Fisheries and Oceans Canada	Lab Analyst	Duty to Accommodate Exemption to policy request denied	Closed - confidential settlement	Confidential information.	No
Fisheries and Oceans Canada	Researcher	Suspension of pay	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Researcher	Duty to Accommodate Exemption to policy request denied	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Technician	Duty to Accommodate Exemption to policy request denied	Open - referred to adjudication	Confidential information.	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Fisheries and Oceans Canada	Senior Program Officer	Duty to Accommodate Exemption to policy request denied	Closed - confidential settlement	Confidential information.	No
Fisheries and Oceans Canada	Administrative Assistant	Duty to Accommodate Exemption to policy request denied	Open - abeyance	Confidential information.	No
Fisheries and Oceans Canada	Communications Advisor	Duty to Accommodate Exemption to policy request denied	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Administrative Assistant	Duty to Accommodate Exemption to policy request denied	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Finance and Administration Team Lead	Duty to Accommodate Exemption to policy request denied	Open - abeyance	Confidential information.	No
Fisheries and Oceans Canada	Accounts Representative	Duty to Accommodate Exemption to policy request denied	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Administrative Assistant	Duty to Accommodate Exemption to policy request denied	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Conservation and Protection Supervisor	Duty to Accommodate Exemption to policy request denied	Open - abeyance	Confidential information.	No
Fisheries and Oceans Canada	Field Supervisor	Duty to Accommodate Exemption to policy request denied	Closed - confidential settlement	Confidential information.	No
Fisheries and Oceans Canada	Administrative Assistant	Duty to Accommodate	Closed - confidential settlement	Confidential information.	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
		Exemption to policy request denied			
Fisheries and Oceans Canada	Information Analyst	Suspension of pay	Open - abeyance	Confidential information.	No
Fisheries and Oceans Canada	Information Technology Team Leader	Suspension of pay	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Financial Clerk	Duty to Accommodate Exemption to policy request denied	Open - abeyance	Confidential information.	No
Fisheries and Oceans Canada	Biologist	Suspension of pay	Closed - withdrawn	Confidential information.	No
Fisheries and Oceans Canada	Statistical Analyst	Suspension of pay	Closed - confidential settlement	Confidential information.	No
Fisheries and Oceans Canada	Corporate Accounting	Duty to Accommodate Exemption to policy request denied	Closed - confidential settlement	Confidential information.	No
Fisheries and Oceans Canada	Program Administration	Duty to Accommodate Exemption to policy request denied	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Procurement Officer	Duty to Accommodate Exemption to policy request denied	Open - abeyance	Confidential information.	No
Fisheries and Oceans Canada	Physical Scientist	Policy	Closed - confidential settlement	Confidential information.	No
Fisheries and Oceans Canada	Project Supervisor	Suspension of pay	Open - referred to adjudication	Confidential information.	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Fisheries and Oceans Canada	Financial Analyst	Duty to Accommodate Exemption to policy request denied	Closed - confidential settlement	Confidential information.	No
Fisheries and Oceans Canada	Science Technician	Suspension of pay	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Real Estate Officer	Suspension of pay	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Real Estate Officer	Suspension of pay	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Negotiator	Duty to Accommodate Exemption to policy request denied	Closed - confidential settlement	Confidential information.	No
Fisheries and Oceans Canada	Statistical Analyst	Duty to Accommodate Exemption to policy request denied	Closed - resolved	Confidential information.	No
Fisheries and Oceans Canada	Regional Coordinator	Suspension of pay	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Program Officer	Suspension of pay	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Pay Advisor	Policy	Open - abeyance	Confidential information.	No
Fisheries and Oceans Canada	Project Supervisor	Policy	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Field Supervisor	Duty to Accommodate Exemption to policy request denied	Open - abeyance	Confidential information.	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Fisheries and Oceans Canada	Clerical Support	Policy	Open - referred to adjudication	Confidential information.	No
Fisheries and Oceans Canada	Technical Maintenance	Policy	Open - referred to adjudication	Confidential information.	No

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate?

Yes.

(f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by:

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Fisheries and Oceans Canada	Total Requests Received: 44 Approved: 02 Denied: 41 Withdrawn: 01	A departmental panel, comprised of senior officials, including The Associate Deputy Minister, Assistant Deputy Ministers, Regional Director Generals, Human Resources and a representative from the Centre for Labour and Employment Law, was put in place to review all requests.

Global Affairs Canada

Reply by: the Minister of Foreign Affairs

Name of Signatory: Parliamentary Secretary Rob Oliphant

Reply

Global Affairs Canada

The following reflects a consolidated response approved on behalf of Global Affairs Canada ministers and Secretary of State.

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Global Affairs Canada	None	Full-time	0
Global Affairs Canada	None	Temporary	0
Global Affairs Canada	Information unavailable	Contractor	Information unavailable

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Global Affairs Canada	Administrative Services; Commerce; Clerical and Regulatory; Economics and Social Science Services; Financial Management; Foreign Services; General Technical; Information Services; Information Technology; Purchasing and Supply; Programme Administration	Full-time	32
Global Affairs Canada	None	Temporary	0
Global Affairs Canada	Information unavailable	Contractor	Information unavailable

(c) were grievances filed against the government for the COVID-19 vaccine employment mandates?

Yes, 21 grievances were filed.

(d) if the answer to (c) is affirmative, for each grievance:

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Global Affairs Canada	Information not disclosed for privacy reasons.	Accommodation requests (Religion) Refused	Closed - Denied at final level	None	No
Global Affairs Canada	Information not disclosed for privacy reasons.	Accommodation request (Religion) Refused	Withdrawn	None	No
Global Affairs Canada	Information not disclosed for privacy reasons.	Accommodation request (Religion) Refused	Closed - Denied at final level	None	No
Global Affairs Canada	Information not disclosed for privacy reasons.	Leave without pay not part of Collective Agreement	Closed - Denied at final level	None	No
Global Affairs Canada	Information not disclosed for privacy reasons.	Accommodation request (Religion) Refused	Closed - Denied at the final level	None	No
Global Affairs Canada	Information not disclosed for privacy reasons.	Accommodation request (Religion)	Closed	None	No
Global Affairs Canada	Information not disclosed for privacy reasons.	Accommodation request (Religion) Refused	Closed - Grievance accepted	None	No
Global Affairs Canada	Information not disclosed for privacy reasons.	Accommodation request (Religion) Refused	Closed - Denied at final level	None	No
Global Affairs Canada	Information not disclosed for	Accommodation request (Religion)	Closed - Grievance	None	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
	privacy reasons.	Refused	denied at first level		
Global Affairs Canada	Information not disclosed for privacy reasons.	Accommodation request (Religion) Refused	Closed - Grievance accepted at final level	None	No
Global Affairs Canada	Information not disclosed for privacy reasons.	Accommodation request (Religion) Refused	Active - Final level	None	No
Global Affairs Canada	Information not disclosed for privacy reasons.	Accommodation request (Religion) Refused	Closed - Denied at the final level	None	No
Global Affairs Canada	Information not disclosed for privacy reasons.	Accommodation request (Religion) Refused	Active	None	No
Global Affairs Canada	Information not disclosed for privacy reasons.	Leave without pay status and sick leave denied	In abeyance - Denied at the first level	None	No
Global Affairs Canada	Information not disclosed for privacy reasons.	Accommodation request (Religion) Refused	Closed - Accepted at the first level	None	No
Global Affairs Canada	Information not disclosed for privacy reasons.	Accommodation request (Medical) Refused	In abeyance - Denied at the first level	None	No
Global Affairs Canada	Information not disclosed for privacy reasons.	Accommodation request (Medical) Refused	Closed - Denied at the final level	None	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Global Affairs Canada	Information not disclosed for privacy reasons.	Accommodation request (Religion) Refused	Active - Heard at final level	None	No
Global Affairs Canada	Information not disclosed for privacy reasons.	Accommodation request (Religion) Refused	In abeyance at the final level	None	No
Global Affairs Canada	Information not disclosed for privacy reasons.	Employee placed on Administrative Leave Without Pay	In abeyance at the final level	None	No
Global Affairs Canada	Information not disclosed for privacy reasons.	Administrative Leave without pay Status	In abeyance	None	No

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate?

Yes, a total of 35 requests.

(f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by:

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Global Affairs Canada	4 Approved	Senior-level advisory committee (recommendations) Delegated authority for accommodation process (usually at the director level)
Global Affairs Canada	27 Denied	Senior-level advisory committee (recommendations) Delegated authority for accommodation process (usually at the director level)

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Global Affairs Canada	2 Cancelled	Not applicable
Global Affairs Canada	2 Policy rescinded prior to response provided	Not applicable

Health Canada

Reply by: the Minister of Health

Name of Signatory: Signed by Maggie Chi

Reply

Health Canada

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by (i) department, (ii) role, (iii) employment type (full-time, temporary, contractor)?

No employees were terminated for not having a COVID-19 vaccine.

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by (i) department, (ii) role, (iii) employment type (full-time, temporary, contractor)?

No employees or temporary workers had their pay suspended. 57 Health Canada employees were placed on leave without pay for not complying with Vaccination policy.

(c) were grievances filed against the government for the COVID-19 vaccine employment mandates?

Yes.

(d) if the answer to (c) is affirmative, for each grievance, (i) what is the department, (ii) what is the role, (iii) what is the grievance, (iv)

what is the state of the grievance, (v) what is the amount of money paid to the employee, (vi) did the government apologize for their actions?

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Health Canada	See note 1.	15 grievances were filed related to policy, 18 were filed related to duty to accommodate, and 2 were filed related to leave without pay.	13 grievances are active, and 22 are closed. The status of individual employee files cannot be disclosed.	See note 1.	See note 1.

Note 1: This information is not centrally tracked, and would require a manual search and validation of data that it not possible in the time allotted and could lead to the disclosure of incomplete or incorrect information.

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate?

Yes.

(f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by (i) department, (ii) result of the request, (iii) who reviewed the exemption request?

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Health Canada	95 religious exemption requests were received. 25 requests were approved, and 70 were denied.	All requests were reviewed by the Senior Management Accommodation Review Committee.

Housing, Infrastructure and Communities Canada

Reply by: the Minister of Housing and Infrastructure and Minister responsible for Pacific Economic Development Canada

Name of Signatory: Jennifer McKelvie, M.P.

Reply

Housing, Infrastructure and Communities Canada

In processing Parliamentary Returns, the Government applies the *Privacy Act* and the principles of the *Access to Information Act*. To protect privacy, the information has been withheld on the grounds that the information constitutes personal information due to the small sample size.

Indigenous Services Canada

Reply by: the Minister of Indigenous Services

Name of Signatory: Ginette Lavack

Reply

Indigenous Services Canada

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine?

No employees or temporary workers were terminated because they didn't have the COVID-19 vaccine.

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by (i) department, (ii) role, (iii) employment type (full-time, temporary, contractor)?

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Contractor Part-Time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Contractor Full-time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Contractor Part-Time

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)
Indigenous Services Canada	*	Part-Time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Temporary Full-time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Part-Time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Temporary Full-time
Indigenous Services Canada	*	Contractor Full-time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Part-Time
Indigenous Services Canada	*	Part-Time
Indigenous Services Canada	*	Temporary Part-Time
Indigenous Services Canada	*	Part-Time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Temporary Full-time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Full-time
Indigenous Services Canada	*	Full-time

* In processing Parliamentary Returns, the Government applies the *Privacy Act* and the principles set out in the *Access to Information Act*, and certain information has been withheld on the grounds that the information constitutes personal information.

(c) were grievances filed against the government for the COVID-19 vaccine employment mandates?

Yes, grievances were filed against Indigenous Services Canada for the COVID-19 vaccine employment mandate.

(d) if the answer to (c) is affirmative, for each grievance, (i) what is the department, (ii) what is the role, (iii) what is the grievance, (iv) what is the state of the grievance, (v) what is the amount of money paid to the employee, (vi) did the government apologize for their actions?

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Indigenous Services Canada	*	Discrimination	In Abeyance	Not applicable	No
Indigenous Services Canada	*	Discrimination	In Abeyance	Not applicable	No
Indigenous Services Canada	*	Discrimination	Referred to Federal Public Service Labour Relations and Employment Board	Not applicable	No
Indigenous Services Canada	*	Discrimination	Referred to Federal Public Service Labour Relations and Employment Board	Not applicable	No
Indigenous Services Canada	*	Discrimination	Referred to Federal Public Service Labour Relations and Employment Board	Not applicable	No
Indigenous Services Canada	*	Disguised discipline	Referred to Federal Public Service Labour Relations and Employment Board	Not applicable	No
Indigenous Services	*	Disguised discipline	In Abeyance	Not applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Canada					
Indigenous Services Canada	*	Duty to Accommodate	Withdrawn	Not applicable	No
Indigenous Services Canada	*	Duty to Accommodate	In Abeyance	Not applicable	No
Indigenous Services Canada	*	Duty to Accommodate	In Abeyance	Not applicable	No
Indigenous Services Canada	*	Duty to Accommodate	In Abeyance	Not applicable	No
Indigenous Services Canada	*	Duty to Accommodate	Settled	\$4,150	No
Indigenous Services Canada	*	Duty to Accommodate	Partially Allowed	Not applicable	No
Indigenous Services Canada	*	Duty to Accommodate	Referred to Federal Public Service Labour Relations and Employment Board	Not applicable	No
Indigenous Services Canada	*	Duty to Accommodate	Referred to Federal Public Service Labour Relations and Employment Board	Not applicable	No
Indigenous Services Canada	*	Duty to Accommodate	Referred to Federal Public Service Labour Relations and Employment Board	Not applicable	No
Indigenous Services Canada	*	Duty to Accommodate	Partially Allowed	Not applicable	No
Indigenous Services Canada	*	Duty to Accommodate	Referred to Federal Public Service Labour	Not applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
			Relations and Employment Board		
Indigenous Services Canada	*	Duty to Accommodate	Denied	Not applicable	No
Indigenous Services Canada	*	Duty to Accommodate	Referred to Federal Public Service Labour Relations and Employment Board	Not applicable	No
Indigenous Services Canada	*	Duty to Accommodate	Denied	Not applicable	No
Indigenous Services Canada	*	Duty to Accommodate	In Abeyance	Not applicable	No
Indigenous Services Canada	*	Duty to Accommodate	Settled	\$4,500	No
Indigenous Services Canada	*	Terms and conditions set out in the Policy	In Abeyance	Not applicable	No
Indigenous Services Canada	*	Leave Without Pay	Settled	\$4,150	No
Indigenous Services Canada	*	Leave Without Pay	Final Level	Not applicable	No
Indigenous Services Canada	*	Leave Without Pay	Denied	Not applicable	No
Indigenous Services Canada	*	Leave Without Pay	In Abeyance	Not applicable	No
Indigenous Services Canada	*	Leave Without Pay	Denied	Not applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Indigenous Services Canada	*	Leave Without Pay	Denied	Not applicable	No
Indigenous Services Canada	*	Leave Without Pay	Referred to Federal Public Service Labour Relations and Employment Board	Not applicable	No
Indigenous Services Canada	*	Leave Without Pay	In Abeyance	Not applicable	No
Indigenous Services Canada	*	Leave Without Pay	Withdrawn	Not applicable	No
Indigenous Services Canada	*	Leave Without Pay	Referred to Federal Public Service Labour Relations and Employment Board	Not applicable	No
Indigenous Services Canada	*	Leave Without Pay	In Abeyance	Not applicable	No
Indigenous Services Canada	*	Leave Without Pay	In Abeyance	Not applicable	No

* In processing Parliamentary Returns, the Government applies the *Privacy Act* and the principles set out in the *Access to Information Act*, and certain information has been withheld on the grounds that the information constitutes personal information.

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate?

Yes, Indigenous Services Canada received religious exemption requests for the COVID-19 employment vaccine mandate.

(f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by (i) department, (ii) result of the request, (iii) who reviewed the exemption request?

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Indigenous Services Canada	Approved	Assistant Deputy Minister Committee
Indigenous Services Canada	Approved	Assistant Deputy Minister Committee
Indigenous Services Canada	Approved	Assistant Deputy Minister Committee
Indigenous Services Canada	Approved	Assistant Deputy Minister Committee
Indigenous Services Canada	Approved	Assistant Deputy Minister Committee
Indigenous Services Canada	Approved	Assistant Deputy Minister Committee
Indigenous Services Canada	Approved	Assistant Deputy Minister Committee
Indigenous Services Canada	Approved	Assistant Deputy Minister Committee
Indigenous Services Canada	Approved	Assistant Deputy Minister Committee
Indigenous Services Canada	Approved	Assistant Deputy Minister Committee
Indigenous Services Canada	Canceled	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Denied	Assistant Deputy Minister Committee
Indigenous Services Canada	Withdrawn	Assistant Deputy Minister Committee
Indigenous Services Canada	Withdrawn	Assistant Deputy Minister Committee
Indigenous Services Canada	Withdrawn	Assistant Deputy Minister Committee

Innovation, Science and Economic Development Canada

Reply by: the Minister of Industry and Minister responsible for Canada Economic Development for Quebec Regions

Name of Signatory: Mélanie Joly

Reply

Innovation, Science and Economic Development Canada

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Innovation, Science and Economic Development Canada	Not Applicable	Not Applicable	0

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Innovation, Science and Economic Development Canada	35 employees 9 managers	2 contractors 37 indeterminates 5 terms <i>(more than 6 months)</i>	44

(c) were grievances filed against the government for the COVID-19 vaccine employment mandates?

Yes

(d) if the answer to (c) is affirmative, for each grievance:

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Innovation, Science and Economic Development Canada	Employee	Administrative leave without pay	Abandoned	None	Unknown
Innovation, Science and Economic	Employee	Unilateral imposition of leave without pay, not otherwise requested	Denied at second level and abeyance at final level	None	Unknown

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Development Canada		Unilateral imposition of leave without pay is discipline			
Innovation, Science and Economic Development Canada	Employee	Denial of accommodation based on religious belief	Denied at final level and referred to adjudication	None	Unknown
Innovation, Science and Economic Development Canada	Employee	Unilateral imposition of leave without pay	Denied at first level and abandoned	None	Unknown
Innovation, Science and Economic Development Canada	Employee	Denial of accommodation based on medical grounds	Denied at final level and referred to adjudication	None	Unknown
Innovation, Science and Economic Development Canada	Employee	Denial of accommodation based on medical grounds	Denied at final level and abandoned	None	Unknown
Innovation, Science and Economic Development Canada	Manager	Denial of accommodation based on protected ground	Denied at final level and referred to adjudication	None	Unknown
Innovation, Science and Economic Development Canada	Manager	Denial of accommodation based on religious belief	Withdrawn	None	Unknown
Innovation, Science and Economic	Employee	Denial of accommodation based on religious belief and	Denied at final level and	None	Unknown

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Development Canada		administrative leave without pay	referred to adjudication		
Innovation, Science and Economic Development Canada	Employee	Denial of accommodation based on religious belief	Denied at second level and abandoned	None	Unknown
Innovation, Science and Economic Development Canada	Employee	Denial of accommodation based on religious belief and potential administrative leave without pay	Allowed at second level and abandoned	None	Unknown
Innovation, Science and Economic Development Canada	Employee	Denial of accommodation based on medical grounds and religious beliefs and potential administrative leave without pay	Denied at first level and abandoned	None	Unknown
Innovation, Science and Economic Development Canada	Manager	Decision to put the employee on leave without pay	Denied at first level and abandoned	None	Unknown
Innovation, Science and Economic Development Canada	Employee	Denial of accommodation based on religious belief	Denied at first level and abandoned	None	Unknown
Innovation, Science and Economic Development Canada	Employee	The attestation of vaccination status and decision to put employee on administrative leave without pay	Denied at final level and abandoned	None	Unknown
Innovation, Science and Economic	Employee	Denial of accommodation based on religious belief and	Denied at first level and withdrawn	None	Unknown

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Development Canada		administrative leave without pay			
Innovation, Science and Economic Development Canada	Employee	Denial of accommodation based on religious belief and administrative leave without pay	Denied at first level and abandoned	None	Unknown
Innovation, Science and Economic Development Canada	Employee	Denial of accommodation based on religious belief and administrative leave without pay	Denied at first level and abandoned	None	Unknown
Innovation, Science and Economic Development Canada	Employee	Decision to place/keep employee on leave without pay, failure to substantively review the Policy within the 6-month period and/or amend, failure to amend the Policy to provide for alternative, less draconian means	Abeyance – Pending Policy grievance	None	Unknown
Innovation, Science and Economic Development Canada	Employee	Decision to place/keep employee on leave without pay, failure to substantively review the Policy within the 6-month period and/or amend, failure to amend the Policy to provide for alternative, less draconian means	Abeyance – Pending Policy grievance	None	Unknown
Innovation, Science and Economic Development Canada	Manager	Decision to place/keep employee on leave without pay, failure to substantively review the Policy within the 6-month period and/or amend, failure to amend the Policy to provide for alternative, less draconian means	Abeyance – Pending Policy grievance	None	Unknown

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Innovation, Science and Economic Development Canada	Employee	Denial of accommodation based on religious belief	Denied at final level and referred to adjudication	None	Unknown

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate?

Yes

(f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by:

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Innovation, Science and Economic Development Canada	19 Granted	Delegated management, Vaccine Mandate Accommodation Review Committee, Labour Relations, Legal Services
Innovation, Science and Economic Development Canada	43 Denied	Delegated management, Vaccine Mandate Accommodation Review Committee, Labour Relations, Legal Services

Justice Canada

Reply by: the Minister of Justice and Attorney General of Canada and Minister responsible for the Atlantic Canada Opportunities Agency

Name of Signatory: the Parliamentary Secretary Patricia Lattanzio

Reply

Department of Justice

(a) How many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by (i) department, (ii) role, (iii) employment type (full-time, temporary, contractor)?

As of November 17, 2025, the Department of Justice did not terminate any employee or temporary worker because they didn't have the COVID-19 vaccine.

(b) How many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Department of Justice	Counsel	Full-Time	1
Department of Justice	Technician	Full-Time	1
Department of Justice	Technician	Temporary	1
Department of Justice	Team Leader	Full-Time	1
Department of Justice	Advisor	Full-Time	1
Department of Justice	Analyst	Full-Time	1
Department of Justice	Counsel	Full-Time	1
Department of Justice	Counsel	Full-Time	1
Department of Justice	Legal Assistant	Full-Time	1
Department of Justice	Counsel	Full-Time	1
Department of Justice	Analyst	Full-Time	1
Department of Justice	Clerk	Full-Time	1

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Department of Justice	Legal Assistant	Full-Time	1
Department of Justice	Paralegal	Full-Time	1
Department of Justice	Manager	Full-Time	1
Department of Justice	Paralegal	Full-Time	1
Department of Justice	Counsel	Full-Time	1
Department of Justice	Advisor	Full-Time	1
Department of Justice	Legal Assistant	Full-Time	1
Department of Justice	Officer	Full-Time	1
Department of Justice	Counsel	Full-Time	1
Department of Justice	Counsel	Full-Time	1
Department of Justice	Assistant	Full-Time	1
Department of Justice	Counsel	Full-Time	1
Department of Justice	Counsel	Full-Time	1
Department of Justice	Advisor	Full-Time	1
Department of Justice	Paralegal	Full-Time	1
Department of Justice	Counsel	Full-Time	1
Department of Justice	Counsel	Full-Time	1

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Department of Justice	Legal Assistant	Temporary	1
Department of Justice	Counsel	Full-Time	1
Department of Justice	Legal Assistant	Full-Time	1
Department of Justice	Analyst	Full-Time	1
Department of Justice	Executive Assistant	Full-Time	1
Department of Justice	Legal Assistant	Full-Time	1
Department of Justice	Legal Assistant	Full-Time	1

(c) Were grievances filed against the government for the COVID-19 vaccine employment mandates?

As of November 17, 2025, the Department of Justice confirms that grievances were filed against the Department for the COVID-19 vaccine employment mandates.

(d) If the answer to (c) is affirmative, for each grievance:

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Department of Justice	Counsel	Leave Without Pay / Religious duty to accommodate	Pending	Not available	Not available
Department of Justice	Analyst	Leave Without Pay	Pending	Not available	Not available
Department of Justice	Counsel	Leave Without Pay / Religious duty to accommodate	Settled	\$1000.00 to reimburse some counselling fees	Not available
Department of	Counsel	Leave Without Pay	Pending	Not available	Not available

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Justice					
Department of Justice	Paralegal	Leave Without Pay / Religious duty to accommodate	Pending	Not available	Not available
Department of Justice	Paralegal	Leave Without Pay	Pending	Not available	Not available
Department of Justice	Team Leader	Leave Without Pay	Pending	Not available	Not available
Department of Justice	Counsel	Leave Without Pay	Pending	Not available	Not available
Department of Justice	Counsel	Leave Without Pay	Pending	Not available	Not available
Department of Justice	Paralegal	Leave Without Pay / Religious duty to accommodate	Pending	Not available	Not available
Department of Justice	Paralegal	Leave Without Pay / Religious duty to accommodate	Pending	Not available	Not available
Department of Justice	Team Leader	Leave Without Pay	Withdrawn	\$0.00	No
Department of Justice	Team Leader	Leave Without Pay	Pending	Not available	Not available

(e) Did the government receive religious exemption requests for the COVID-19 employment vaccine mandate?

As of November 17, 2025, the Department of Justice confirms it received religious exemption requests for the COVID-19 employment vaccine mandate.

(f) If the answer to (e) is affirmative, how many religious exemption requests were received, broken down by:

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Department of Justice	30 requests were approved 11 requests were denied	Management, Labour Relations Advisor and Centre for Labour and Employment Law

National Defence

Reply by: the Minister of National Defence

Name of Signatory: Sherry Romanado

Reply

National Defence

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
National Defence	Food Service Helper Supervisor (Storeperson) Technical Operations Officer Interim Material Acquisition Support Officer Storeperson Financial Support Worker Food Service Helper	Full-time	7

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
National Defence	Note 1	Note 1	477

Note 1: This information is not centrally tracked and would require a manual search, which could not be conducted during the allotted timeframe.

(c) were grievances filed against the government for the COVID-19 vaccine employment mandates:

National Defence recorded 182 grievances were filed against the department for COVID-19 vaccine employment mandates.

(d) if the answer to (c) is affirmative, for each grievance:

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
National Defence	Administrative Officer Automotive Heavy Duty Mechanic Records Information Management Administrator Shift Engineer Administrative Officer Information Technology Technical Advisor Information Technology Analyst Automotive Heavy Duty Mechanic Driver Heavy Vehicle Deputy Platoon Chief Firefighter Life Cycle Material Management	Implementation of the Vaccine Policy	Open (77 grievances)	Note 1	Note 1

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
	Thermal Operator Refrigeration Heating, Ventilation, and Air Conditioning Technician Program Support Program Support Officer Storesperson Multi-Function Planning Advisor Plumber Junior Material Acquisition/Supply Officer Food Service Helper Warehouse Technician Records And Information Manager Lead Engineer (Electrical) Automotive/Heavy Duty Mechanic Naval Mechanical Technician Preventive Maintenance Inspector Information Technology Manager Peer Support Coordinator Senior Project Officer Energy Management Control System Systems Technician Electrician Caretaker Civil Engineer				

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
	<p>Real Property Officer</p> <p>Lead Technician/Particulates Control</p> <p>Executive Assistant</p> <p>Administrative Officer</p> <p>Senior Range Control Officer</p> <p>Research Technologist</p> <p>Machining Mechanics Technician</p> <p>Plumber Gasfitter</p> <p>Infrastructure Minor Project Coordinator</p> <p>Electromechanical Technician</p> <p>Building Cleaner</p> <p>Graphic Design Production Services Technician</p> <p>Driver Light Vehicle</p> <p>Administrative Officer</p> <p>Client Service Provider</p> <p>Designated Teacher</p> <p>Language Teacher</p> <p>Information Technology Technical Advisor</p> <p>Demilitarization Technician</p> <p>Maintenance Relief Shift Engineer</p> <p>Cables and [IKEE system] Life Cycle Materiel Manager</p>				

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
	Security Investigations Agent Agent, Human Resources Connect Ressources Humaines				
National Defence	Human Resources National Project Leader Access To Information Privacy Team Lead Electronics Technician Firefighter Information Assurance Principal, Operator Building Cleaner Security Investigations Agent Information Technology Analyst, Information Operations Financial Support Worker Platoon Chief Senior Defence Policy Officer Life Cycle Materiel Manager Project Management Engineer Engineer Specialist Peer Support Coordinator Working Level Defence Scientist Senior Financial Analyst Intermediate Material Acquisition/Support Officer	Implementation of the Vaccine Policy	Closed (62 grievances)	Note 1	Note 1

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
	<p>Senior Life Cycle Materiel Manager Engineer Other</p> <p>Weapons Systems Integration Technician</p> <p>Administrative Officer</p> <p>Information Technology Team Leader</p> <p>Financial Systems Analyst</p> <p>Accountant - Comptroller</p> <p>Senior Range Control Officer</p> <p>Senior Research Technologist</p> <p>Automotive Heavy Duty Mechanic</p> <p>Project Manager</p> <p>Information Technology Analyst, Information Technology Services</p> <p>Manager Performance Support Business</p> <p>Information Technology Technician, Systems Support</p> <p>Senior Planning Advisor</p> <p>Client Service Provider</p> <p>Head Environmental Assessment</p> <p>Engineering Manager</p> <p>Senior Project Engineer Electrical</p> <p>Dental Assistant</p> <p>Base/Wing Procurement Manager</p>				

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
	Senior Financial Policy and Systems Analyst Financial Analyst Administrative Support Worker Engineering Officer Technical Data Manager Regional Resource Manager Senior Pharmacist Recordkeeping Clerk Senior Project Engineer Mechanical Health Services Clerk Time And Labour Compensation				
National Defence	Heavy Vehicle Technician Mental Health Educator Portfolio Officer Client Service Provider Electromechanical Technician Security Investigations Agent Tailor Team Lead Central Registry - Records of Receipt Clerk Designated Teacher Financial Support Worker Shift Engineer Technician	Implementation of the Vaccine Policy	Abeyance (32 grievances)	Note 1	Note 1

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
	Respiratory Protection Program Coordinator Instrumentation and Control Technician Manager, Planning Engineering Manager Administrative Support Worker Administrative Officer Senior Research Technologist Information Technology Analyst Lead Engineer (Electrical) Information Technology Team Leader Junior Material Acquisition/Supply Officer Head Environmental Assessment Pharmacy Technician Food Service Helper Lead Hand Training Officer Senior Project Engineer Electrical Dental Assistant Base/Wing Procurement Manager Senior Financial Policy and Systems Analyst Financial Analyst Engineering Officer				

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
	Technical Data Manager Regional Resource Manager Senior Pharmacist Recordkeeping Clerk Senior Project Engineer Mechanical Health Services Clerk Time And Labour Compensation				
National Defence	Administrative Officer Deputy Comptroller Financial Support Worker	Vaccine Attestation	Open (3 grievances)	Note 1	Note 1
National Defence	Project Officer Driver Heavy Vehicle Contract and Equipment Inspector Sailmaker / Life Raft Repair Procurement and Contract Specialist Local Supply Support Purchasing Assistant Administrative Officer 2	Vaccine Attestation (8 grievances)	Closed	Note 1	Note 1

Note 1: This information cannot be disclosed due to provisions in the Privacy Act.

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate

National Defence did receive religious exemption requests for the COVID-19 employment vaccine mandate.

(f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by:

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
National Defence	Approved (14 requests)	Assistant Deputy Minister (Human Resources – Civilian) Director General Workplace Management
National Defence	Denied (196 requests)	Assistant Deputy Minister (Human Resources – Civilian) Director General Workplace Management
National Defence	Withdrawn (5 requests)	Assistant Deputy Minister (Human Resources – Civilian) Director General Workplace Management

Natural Resources Canada

Reply by: the Minister of Energy and Natural Resources

Name of Signatory: The Honourable Tim Hodgson, P.C., M.P.

Reply

Natural Resources Canada

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by (i) department, (ii) role, (iii) employment type (full-time, temporary, contractor)?

Natural Resources Canada undertook an extensive preliminary search in order to determine the amount of information that would fall within the scope of the question and the amount of time that would be required to prepare a comprehensive response. The information requested is not systematically tracked in a centralized database. Natural Resources Canada concluded that producing and validating a comprehensive response to this question would require a manual collection of information that is not possible in the time allotted and could lead to the disclosure of incomplete and misleading information.

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by (i) department, (ii) role, (iii) employment type (full-time, temporary, contractor)?

Natural Resources Canada undertook an extensive preliminary search in order to determine the amount of information that would fall within the scope of the question and the amount of time that would be required to prepare a comprehensive response. The information requested is not systematically tracked in a centralized database. Natural Resources Canada concluded that producing and validating a comprehensive response to this question would require a manual collection of information that is not possible in the time allotted and could lead to the disclosure of incomplete and misleading information.

(c) were grievances filed against the government for the COVID-19 vaccine employment mandates?

Yes, grievances were filed by Natural Resources Canada employees.

(d) if the answer to (c) is affirmative, for each grievance:

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Natural Resources Canada	Information not centrally tracked/manual search of records required	Seeking recourse against the vaccination policy	Abeyance	\$0.00	Information not centrally tracked/manual search of records required
Natural Resources Canada	Information not centrally tracked/manual search of records required	Seeking recourse against the vaccination policy	Abeyance	\$0.00	Information not centrally tracked/manual search of records required
Natural Resources Canada	Information not centrally tracked/manual search of records required	Seeking recourse against the vaccination policy	Abeyance	\$0.00	Information not centrally tracked/manual search of records required
Natural Resources Canada	Information not centrally tracked/manual search of records required	Seeking recourse against the vaccination policy	Abeyance	\$0.00	Information not centrally tracked/manual search of records required
Natural Resources Canada	Information not centrally tracked/manual search of records required	Seeking recourse against the vaccination policy	Abeyance	\$0.00	Information not centrally tracked/manual search of records required

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Natural Resources Canada	Information not centrally tracked/manual search of records required	Seeking recourse against the vaccination policy	Abeyance	\$0.00	Information not centrally tracked/manual search of records required
Natural Resources Canada	Information not centrally tracked/manual search of records required	Seeking recourse against the vaccination policy	Abeyance	\$0.00	Information not centrally tracked/manual search of records required
Natural Resources Canada	Information not centrally tracked/manual search of records required	Seeking recourse against the vaccination policy	Abeyance	\$0.00	Information not centrally tracked/manual search of records required
Natural Resources Canada	Information not centrally tracked/manual search of records required	Seeking recourse against the vaccination policy	Abeyance	\$0.00	Information not centrally tracked/manual search of records required

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate?

Yes, employees of Natural Resources Canada requested religious exemptions to the vaccine mandate.

(f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by:

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
Natural Resources	Information not centrally tracked/manual	Human Resources Accommodation Request

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Canada	search required	Committee
Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
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Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
Natural Resources	Information not centrally tracked/manual	Human Resources Accommodation Request

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Canada	search required	Committee
Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
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Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
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Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee
Natural Resources	Information not centrally tracked/manual	Human Resources Accommodation Request

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Canada	search required	Committee
Natural Resources Canada	Information not centrally tracked/manual search required	Human Resources Accommodation Request Committee

Public Safety Canada

Reply by: the Minister of Public Safety

Name of Signatory: Jacques Ramsay, Parliamentary Secretary

Reply

Public Safety Canada

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by?

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Public Safety Canada	Not applicable	Not applicable	0

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by?

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Public Safety Canada	Policy Advisor	Full-time, Indeterminate	1
Public Safety Canada	Policy Analyst	Full-time, Indeterminate	1
Public Safety Canada	Regional Program Advisor	Full-time, Indeterminate	1
Public Safety Canada	Executive Assistant to a Director General	Full-time, Indeterminate	1
Public Safety Canada	Senior Policy Advisor	Full-time, Indeterminate	1
Public Safety Canada	Financial Analyst	Full-time, Indeterminate	1
Public Safety Canada	Administrative Assistant	Full-time, Temporary	1
Public Safety Canada	Manager, Planning and Administrative Services	Full-time, Temporary	1
Public Safety Canada	Executive Assistant	Full-time, Indeterminate	1

(c) were grievances filed against the government for the COVID-19 vaccine employment mandates?

Yes.

(d) if the answer to (c) is affirmative, for each grievance?

A total of four grievances were received.

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Public Safety Canada	Junior Analyst	Vaccine Mandate	Active – Grievance submitted to the Federal Public Sector Labour Relations and Employment Board	Not applicable	Not applicable
Public Safety Canada	Financial Analyst	Duty to accommodate	Active	\$5,000	Not applicable
Public Safety Canada	Senior Policy Advisor	Duty to accommodate	Abeyance	Not applicable	Not applicable
Public Safety Canada	Senior Financial Analyst	Duty to accommodate	Resolved	Not applicable	Not applicable

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate?

Yes.

(f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by?

A total of four religious exemption requests were received.

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Public Safety Canada	Approved	A committee was established for the review to ensure consistency.
Public Safety Canada	Approved	A committee was established for the review to ensure consistency.
Public Safety Canada	Denied	A committee was established for the review to ensure consistency.
Public Safety Canada	Denied	A committee was established for the review to ensure consistency.

Public Services and Procurement Canada

Reply by: the Minister of Government Transformation, Public Works and Procurement

Name of Signatory: Jenna Sudds

Reply

Public Services and Procurement Canada

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by (i) department, (ii) role, (iii) employment type (full-time, temporary, contractor)?

No employees employed by Public Services and Procurement Canada were terminated for non-compliance with the [Policy on COVID-19 Vaccination applicable to the Core Public Administration \(CPA\), including the Royal Canadian Mounted Police.](#)

Public Services and Procurement Canada contractors were not subject to the [Policy on COVID-19 Vaccination applicable to the Core Public Administration \(CPA\), including the Royal Canadian Mounted Police.](#)

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken

down by (i) department, (ii) role, (iii) employment type (full-time, temporary, contractor)?

There were 187 employees placed on administrative leave without pay for non-compliance with the [Policy on COVID-19 Vaccination applicable to the Core Public Administration \(CPA\), including the Royal Canadian Mounted Police.](#)

Public Services and Procurement Canada did not centrally collect information on the role and type of employment of public servants in relation to the mandatory vaccination. As such, the departmental branch is indicated below instead.

Contractors were not subject to the vaccination requirement under the [Policy on COVID-19 Vaccination applicable to the Core Public Administration \(CPA\), including the Royal Canadian Mounted Police.](#)

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)
Public Services and Procurement Canada	Real Property Services Branch	46 - Indeterminate or determinate employee
Public Services and Procurement Canada	Digital Services Branch	13 - Indeterminate or determinate employee
Public Services and Procurement Canada	Human Capital Management Branch	48 - Indeterminate or determinate employee
Public Services and Procurement Canada	Procurement Branch and Defence and Marine Procurement Branch*	19 - Indeterminate or determinate employee
Public Services and Procurement Canada	Receiver General and Pension Branch	29 - Indeterminate or determinate employee
Public Services and Procurement Canada	Translation Bureau	14 - Indeterminate or determinate employee
Public Services and Procurement Canada	Various Branches*	18 - Indeterminate or determinate employee

* Numbers are aggregated to prevent the identification of individuals.

(c) were grievances filed against the government for the COVID-19 vaccine employment mandates? (d) if the answer to (c) is affirmative, for each grievance, (i) what is the department, (ii) what is the role, (iii) what is the grievance, (iv) what is the state of the grievance, (v) what is the amount of money paid to the employee, (vi) did the government apologize for their actions?

There were 147 grievances filed with Public Services and Procurement Canada in relation to the [Policy on COVID-19 Vaccination applicable to the Core Public Administration \(CPA\), including the Royal Canadian Mounted Police.](#)

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Public Services and Procurement Canada	Real Property Services Branch	Policy on Vaccination	Denied	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Religion)	Denied	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Religion)	Withdrawn	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Policy on Vaccination	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Religion)	Denied	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and	Real Property Services Branch	Policy on Vaccination	Ongoing	Not Applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Procurement Canada					
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Disability)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Policy on Vaccination	Denied	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Religion)	Withdrawn	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Policy on Vaccination	Ongoing	Not Applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Public Services and Procurement Canada	Real Property Services Branch	Administrative Leave Without Pay	Denied	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Administrative Leave Without Pay	Withdrawn	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Religion)	Withdrawn	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Religion)	Settled	*	No
Public Services and Procurement Canada	Real Property Services Branch	Administrative Leave Without Pay	Denied	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Religion)	Withdrawn	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and	Real Property Services Branch	Administrative Leave Without	Withdrawn	Not Applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Procurement Canada		Pay			
Public Services and Procurement Canada	Real Property Services Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Policy on Vaccination	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Disability)	Settled	*	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Disability)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Policy on Vaccination	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Religion)	Denied	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Disability)	Withdrawn	Not Applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Administrative Leave Without Pay	Settled	*	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Real Property Services Branch	Accommodation (Ground: Religion)	Settled	*	No
Public Services and Procurement Canada	Defence and Marine Procurement Branch	Accommodation (Ground: Religion)	Partially Upheld	*	No
Public Services and Procurement Canada	Defence and Marine Procurement Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and	Defence and Marine	Administrative Leave Without	Ongoing	Not Applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Procurement Canada	Procurement Branch	Pay			
Public Services and Procurement Canada	Defence and Marine Procurement Branch	Accommodation (Ground: Religion)	Withdrawn	Not Applicable	No
Public Services and Procurement Canada	Defence and Marine Procurement Branch	Accommodation (Ground: Religion)	Withdrawn	Not Applicable	No
Public Services and Procurement Canada	Defence and Marine Procurement Branch	Accommodation (Ground: Religion)	Denied	Not Applicable	No
Public Services and Procurement Canada	Departmental Oversight Branch	Accommodation (Ground: Religion)	Settled	*	No
Public Services and Procurement Canada	Departmental Oversight Branch	Policy on Vaccination	Denied	Not Applicable	No
Public Services and Procurement Canada	Departmental Oversight Branch	Administrative Leave Without Pay	Withdrawn	Not Applicable	No
Public Services and Procurement Canada	Departmental Oversight Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Departmental Oversight Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Public Services and Procurement Canada	Digital Services Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Digital Services Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Digital Services Branch	Accommodation (Ground: Religion)	Settled	*	No
Public Services and Procurement Canada	Digital Services Branch	Policy on Vaccination	Denied	Not Applicable	No
Public Services and Procurement Canada	Digital Services Branch	Accommodation (Ground: Religion)	Partially Upheld	*	No
Public Services and Procurement Canada	Digital Services Branch	Accommodation (Ground: Religion)	Partially Upheld	*	No
Public Services and Procurement Canada	Digital Services Branch	Accommodation (Ground: Religion)	Denied	Not Applicable	No
Public Services and Procurement Canada	Digital Services Branch	Accommodation (Ground: Religion)	Partially Upheld	*	No
Public Services and	Digital Services Branch	Administrative Leave Without	Ongoing	Not Applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Procurement Canada		Pay			
Public Services and Procurement Canada	Digital Services Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Digital Services Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Digital Services Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Digital Services Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Digital Services Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Finance Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Finance Branch	Policy on Vaccination	Denied	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Policy on Vaccination	Ongoing	Not Applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Public Services and Procurement Canada	Human Capital Management Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and	Human Capital Management	Administrative Leave Without	Ongoing	Not Applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Procurement Canada	Branch	Pay			
Public Services and Procurement Canada	Human Capital Management Branch	Policy on Vaccination	Denied	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Policy on Vaccination	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Policy on Vaccination	Denied	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Policy on Vaccination	Denied	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Policy on Vaccination	Denied	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Policy on Vaccination	Denied	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Policy on Vaccination	Denied	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Administrative Leave Without Pay	Denied	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Public Services and Procurement Canada	Human Capital Management Branch	Administrative Leave Without Pay	Denied	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Administrative Leave Without Pay	Withdrawn	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Human Resources Branch	Accommodation (Ground: Disability)	Denied	Not Applicable	No
Public Services and Procurement Canada	Human Resources Branch	Policy on Vaccination	Denied	Not Applicable	No
Public Services and Procurement Canada	Human Resources Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Human Resources Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Procurement Branch	Policy on Vaccination	Ongoing	Not Applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Procurement Canada					
Public Services and Procurement Canada	Procurement Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Procurement Branch	Policy on Vaccination	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Procurement Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Procurement Branch	Accommodation (Ground: Religion)	Settled	*	No
Public Services and Procurement Canada	Procurement Branch	Accommodation (Ground: Religion)	Withdrawn	Not Applicable	No
Public Services and Procurement Canada	Procurement Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Procurement Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Procurement Branch	Accommodation (Ground: Religion)	Partially Upheld	*	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Public Services and Procurement Canada	Procurement Branch	Accommodation (Ground: Religion)	Partially Upheld	*	No
Public Services and Procurement Canada	Procurement Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Procurement Branch	Administrative Leave Without Pay	Settled	*	No
Public Services and Procurement Canada	Procurement Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Human Capital Management Branch	Administrative Leave Without Pay	Settled	*	No
Public Services and Procurement Canada	Human Capital Management Branch	Accommodation (Ground: Religion)	Withdrawn	Not Applicable	No
Public Services and Procurement Canada	Receiver General and Pension Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Receiver General and Pension Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Receiver General and Pension Branch	Policy on Vaccination	Ongoing	Not Applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Procurement Canada	Branch				
Public Services and Procurement Canada	Receiver General and Pension Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Receiver General and Pension Branch	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Receiver General and Pension Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Receiver General and Pension Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Receiver General and Pension Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Receiver General and Pension Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Receiver General and Pension Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Receiver General and Pension Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Public Services and Procurement Canada	Receiver General and Pension Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Receiver General and Pension Branch	Accommodation (Ground: Religion)	Withdrawn	Not Applicable	No
Public Services and Procurement Canada	Receiver General and Pension Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Receiver General and Pension Branch	Policy on Vaccination	Withdrawn	Not Applicable	No
Public Services and Procurement Canada	Receiver General and Pension Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Receiver General and Pension Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Science and Parliamentary Infrastructure Branch	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Translation Bureau	Policy on Vaccination	Denied	Not Applicable	No
Public Services and	Translation Bureau	Policy on Vaccination	Ongoing	Not Applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Procurement Canada					
Public Services and Procurement Canada	Translation Bureau	Policy on Vaccination	Denied	Not Applicable	No
Public Services and Procurement Canada	Translation Bureau	Administrative Leave Without Pay	Denied	Not Applicable	No
Public Services and Procurement Canada	Translation Bureau	Accommodation (Ground: Religion)	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Translation Bureau	Policy on Vaccination	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Translation Bureau	Policy on Vaccination	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Translation Bureau	Policy on Vaccination	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Translation Bureau	Policy on Vaccination	Denied	Not Applicable	No
Public Services and Procurement Canada	Translation Bureau	Policy on Vaccination	Ongoing	Not Applicable	No

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Public Services and Procurement Canada	Translation Bureau	Policy on Vaccination	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Translation Bureau	Administrative Leave Without Pay	Ongoing	Not Applicable	No
Public Services and Procurement Canada	Translation Bureau	Administrative Leave Without Pay	Ongoing	Not Applicable	No

*Public Services and Procurement Canada is unable to disclose the terms and conditions of any settlement that may have been reached regarding these grievances.

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate; and (f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by (i) department, (ii) result of the request, (iii) who reviewed the exemption request?

Public Services and Procurement Canada received 196 exemption requests on religious grounds.

Given the number of requests, Public Services and Procurement Canada created an Ad Hoc (Senior Executive) Advisory Group to support a consistent approach in addressing anonymized exemption requests, supported by functional experts. The final decision rested with the employee's management.

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Public Services and Procurement Canada	16 - No decision*	Not Applicable
Public Services and Procurement Canada	32 - Approved	Advisory Group and management
Public Services and Procurement Canada	148 - Denied	Advisory Group and management

*No decision could be linked to an employee leaving the department, being on leave for an extended period, withdrawing the application, or other similar reason.

Environment and Climate Change Canada

Reply by: the Minister of the Environment, Climate Change and Nature

Name of Signatory: The Honourable Julie Dabrusin

Reply

Environment and Climate Change Canada

(a) How many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by (i) department, (ii) role, (iii) employment type (full-time, temporary, contractor)?

No employees or temporary workers were terminated because they didn't have the COVID-19 vaccine.

(b) How many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Environment and Climate Change Canada	AS01	Casual, full time	1
Environment and Climate Change Canada	AS01	Indeterminate, full time	2
Environment and Climate Change Canada	AS01	Term more than 6 months, full time	1
Environment and Climate Change Canada	AS02	Indeterminate, full time	3
Environment and Climate Change Canada	AS02	Term more than 6 months, full time	1
Environment and Climate Change Canada	AS03	Indeterminate, full time	2

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Environment and Climate Change Canada	AS04	Indeterminate, full time	2
Environment and Climate Change Canada	AS05	Indeterminate, full time	1
Environment and Climate Change Canada	CH02	Indeterminate, full time	1
Environment and Climate Change Canada	CR04	Indeterminate, full time	3
Environment and Climate Change Canada	CS01	Indeterminate, full time	1
Environment and Climate Change Canada	CS01	Term more than 6 months, full time	1
Environment and Climate Change Canada	CS02	Indeterminate, full time	2
Environment and Climate Change Canada	CS04	Indeterminate, full time	1
Environment and Climate Change Canada	EC03	Term more than 6 months, full time	1
Environment and Climate Change Canada	EC05	Indeterminate, full time	2
Environment and Climate Change Canada	EC05	Indeterminate, part time	1
Environment and Climate Change Canada	EG03	Casual, as and when required	1
Environment and Climate Change Canada	EG03	Indeterminate, full time	2
Environment and Climate Change Canada	EG03	Term more than 6 months, full time	1

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Environment and Climate Change Canada	EG04	Casual, as and when required	1
Environment and Climate Change Canada	EG04	Indeterminate, full time	5
Environment and Climate Change Canada	EG05	Indeterminate, full time	3
Environment and Climate Change Canada	EG06	Indeterminate, full time	1
Environment and Climate Change Canada	EG06	Casual, as and when required	1
Environment and Climate Change Canada	ENE03	Indeterminate, full time	2
Environment and Climate Change Canada	ENE04	Indeterminate, full time	1
Environment and Climate Change Canada	ENE04	Indeterminate, part time	1
Environment and Climate Change Canada	FI01	Indeterminate, full time	2
Environment and Climate Change Canada	GT04	Indeterminate, full time	1
Environment and Climate Change Canada	IT02	Indeterminate, full time	2
Environment and Climate Change Canada	IT03	Indeterminate, full time	1
Environment and Climate Change Canada	MT05	Indeterminate, full time	1
Environment and Climate Change Canada	MT05	Indeterminate, part time	1

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Environment and Climate Change Canada	MT06	Indeterminate, full time	1
Environment and Climate Change Canada	PC01	Indeterminate, full time	1
Environment and Climate Change Canada	PC03	Indeterminate, full time	3
Environment and Climate Change Canada	PC04	Indeterminate, full time	2
Environment and Climate Change Canada	PE02	Indeterminate, full time	1
Environment and Climate Change Canada	PE03	Indeterminate, full time	1
Environment and Climate Change Canada	PM02	Indeterminate, full time	1
Environment and Climate Change Canada	PM03	Indeterminate, full time	2
Environment and Climate Change Canada	PM04	Term more than 6 months, full time	1
Environment and Climate Change Canada	PM05	Indeterminate, full time	1
Environment and Climate Change Canada	SEB03	Indeterminate, full time	2
Environment and Climate Change Canada	Student	Temporary, full time	1
Environment and Climate Change Canada	Student	Temporary, part time	1

(c) Were grievances filed against the government for the COVID-19 vaccine employment mandates?

Yes.

(d) If the answer to (c) is affirmative, for each grievance:

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Environment and Climate Change Canada	Administrative	Grieving the Treasury Board of Canada Secretariat Vaccination Policy	Closed	Not available	Not available
Environment and Climate Change Canada	Operational	Grieving the Treasury Board of Canada Secretariat Vaccination Policy	Closed	Not available	Not available
Environment and Climate Change Canada	Operational	Grieving the Treasury Board of Canada Secretariat Vaccination Policy	Open	Not available	Not available
Environment and Climate Change Canada	Operational	Grieving the Treasury Board of Canada Secretariat Vaccination Policy	Open	Not available	Not available
Environment and Climate Change Canada	Administrative	Grieving being placed on leave without pay	Open	Not available	Not available
Environment and Climate Change Canada	Administrative	Grieving the Treasury Board of Canada Secretariat Vaccination Policy	Closed	Not available	Not available
Environment and Climate Change Canada	Operational	Grieving the Treasury Board of Canada Secretariat Vaccination Policy	Open	Not available	Not available

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Environment and Climate Change Canada	Administrative	Grieving denial of accommodation request	Closed	Not available	Not available
Environment and Climate Change Canada	Operational	Grieving denial of accommodation request	Open	Not available	Not available
Environment and Climate Change Canada	Administrative	Grieving denial of accommodation request	Closed	Not available	Not available
Environment and Climate Change Canada	Operational	Grieving denial of accommodation request	Open	Not available	Not available
Environment and Climate Change Canada	Operational	Grieving being placed on leave without pay	Open	Not available	Not available
Environment and Climate Change Canada	Operational	Grieving denial of accommodation request	Closed	Not available	Not available
Environment and Climate Change Canada	Administrative	Grieving being placed on leave without pay	Closed	Not available	Not available
Environment and Climate Change Canada	Operational	Grieving denial of accommodation request	Open	Not available	Not available
Environment and Climate Change Canada	Administrative	Grieving being placed on leave without pay	Open	Not available	Not available
Environment and Climate Change Canada	Administrative	Grieving denial of accommodation request	Open	Not available	Not available

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Environment and Climate Change Canada	Administrative	Grieving denial of accommodation request	Closed	Not available	Not available
Environment and Climate Change Canada	Operational	Grieving denial of accommodation request	Open	Not available	Not available
Environment and Climate Change Canada	Operational	Grieving denial of accommodation request	Closed	Not available	Not available
Environment and Climate Change Canada	Operational	Grieving denial of accommodation request	Closed	Not available	Not available
Environment and Climate Change Canada	Administrative	Grieving denial of accommodation request	Open	Not available	Not available
Environment and Climate Change Canada	Operational	Grieving being placed on leave without pay	Closed	Not available	Not available
Environment and Climate Change Canada	Operational	Grieving being placed on leave without pay	Open	Not available	Not available
Environment and Climate Change Canada	Operational	Grieving the Treasury Board of Canada Secretariat Vaccination Policy	Open	Not available	Not available
Environment and Climate Change Canada	Operational	Grieving denial of accommodation request	Closed	Not available	Not available
Environment and Climate Change Canada	Operational	Grieving being placed on leave without pay	Open	Not available	Not available

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Environment and Climate Change Canada	Operational	Grieving denial of accommodation request	Closed	Not available	Not available
Environment and Climate Change Canada	Administrative	Grieving denial of accommodation request	Closed	Not available	Not available

(e) Did the government receive religious exemption requests for the COVID-19 employment vaccine mandate?

Yes.

(f) If the answer to (e) is affirmative, how many religious exemption requests were received, broken down by:

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
49 requests	6 approved 36 denied 7 removed*	Human Resources Expert Review Committee and Canada's Centre for Labour and Employment Law.

*Removed cases include employees belonging to other departments and employees that did not provide supporting information for review and analysis, and employees that became partially or fully vaccinated, retired or because their casual term ended.

Transport Canada

Reply by: the Minister of Transport and Leader of the Government in the House of Commons

Name of Signatory: Mike Kelloway

Reply

Transport Canada

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Transport Canada	Not Applicable	Not Applicable	0

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Transport Canada	*Not Applicable	Full-time (45 indeterminate employees and 1 term employee)	46

*Information has been withheld pursuant to [section 19 of the Access to Information Act](#), as disclosure could reasonably be expected to reveal the identity of individuals. This is due to the presence of specific or unique position titles, which constitute personal information as defined under [section 3, paragraph \(i\) of the Privacy Act](#).

c) were grievances filed against the government for the COVID-19 vaccine employment mandates?

There was a total of 31 grievances filed against Transport Canada for the COVID-19 vaccine employment mandates.

(d) if the answer to (c) is affirmative, for each grievance:

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Transport Canada	*Not Applicable	Workplace Issues	Active Grievance	No information available	Transport Canada is not responsible for issuing an apology regarding actions resulting from the Treasury Board of Canada

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
					Secretariat's Policy on COVID-19 Vaccination for the Core Public Administration, including the Royal Canadian Mounted Police.
Transport Canada	*Not Applicable	Workplace Issues	Active Grievance	No information available	Same as above
Transport Canada	*Not Applicable	Workplace Issues	Active Grievance	No information available	Same as above
Transport Canada	*Not Applicable	Workplace Issues	Active Grievance	No information available	Same as above
Transport Canada	*Not Applicable	Workplace Issues	Active Grievance	No information available	Same as above
Transport Canada	*Not Applicable	Workplace Issues	Active Grievance	No information available	Same as above
Transport Canada	*Not Applicable	Discrimination	Active Grievance	No information available	Same as above
Transport Canada	*Not Applicable	Discrimination	Active Grievance	No information available	Same as above
Transport Canada	*Not Applicable	Discrimination	Active Grievance	No information available	Same as above
Transport Canada	*Not Applicable	Discrimination	Active Grievance	No information available	Same as above
Transport Canada	*Not Applicable	Discrimination	Active Grievance	No information available	Same as above
Transport Canada	*Not Applicable	Discrimination	Active Grievance	No information available	Same as above
Transport Canada	*Not Applicable	Discrimination	Active Grievance	No information available	Same as above

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Transport Canada	*Not Applicable	Discrimination	Closed Grievance	No information available	Same as above
Transport Canada	*Not Applicable	Discrimination	Closed Grievance	No information available	Same as above
Transport Canada	*Not Applicable	Discrimination	Closed Grievance	No information available	Same as above
Transport Canada	*Not Applicable	Pay (Compensation)	Closed Grievance	No information available	Same as above
Transport Canada	*Not Applicable	Pay (Compensation)	Closed Grievance	No information available	Same as above

*Information has been withheld pursuant to [section 19 of the Access to Information Act](#), as disclosure could reasonably be expected to reveal the identity of individuals. This is due to the presence of specific or unique position titles, which constitute personal information as defined under [section 3, paragraph \(i\) of the Privacy Act](#).

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate?

Yes, Transport Canada received religious exemption requests for the COVID-19 employment vaccine mandate.

(f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by:

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Transport Canada	Transport Canada conducted an extensive preliminary search of the information requested. The department concluded that producing and validating a comprehensive response to this part of the question would require a manual analysis of each record that is not possible in the time allotted and could lead to the disclosure of incomplete and misleading information.	Exemption requests were reviewed by Transport Canada's Internal Review Committee composed of the following members: the Associate Deputy Minister of Transport Canada, the Senior General Counsel and Executive Director Legal Services, the Assistant Deputy Minister of Corporate Services and Chief Financial Officer, the Director General of Human Resources, and the Assistant Deputy Minister of Programs.

Veterans Affairs Canada

Reply by: the Minister of Veterans Affairs and Associate Minister of National Defence

Name of Signatory: Mr. Sean Casey

Reply

Veterans Affairs Canada

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by:

Up to and including November 17, 2025, Veterans Affairs Canada did not terminate any employees or temporary workers because they didn't have the COVID-19 vaccine.

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Veterans Affairs Canada	*	Indeterminate full-time	3
Veterans Affairs Canada	*	Indeterminate full-time	1
Veterans Affairs Canada	*	Indeterminate full-time	1
Veterans Affairs Canada	*	Indeterminate full-time	1
Veterans Affairs Canada	*	Indeterminate full-time	2
Veterans Affairs Canada	*	Indeterminate full-time	1

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Veterans Affairs Canada	*	Greater than six months full-time	2
Veterans Affairs Canada	*	Greater than six months full-time	1
Veterans Affairs Canada	*	Indeterminate full-time	1
Veterans Affairs Canada	*	Greater than six months full-time	1
Veterans Affairs Canada	*	Greater than six months full-time	1
Veterans Affairs Canada	*	Indeterminate full-time	1
Veterans Affairs Canada	*	Indeterminate full-time	1
Veterans Affairs Canada	*	Greater than six months full-time	1
Veterans Affairs Canada	*	Greater than three months but less than six months full-time	1
Veterans Affairs Canada	*	Indeterminate full-time	1
Veterans Affairs Canada	*	Greater than six months full-time	1

*In processing Parliamentary Returns, Veterans Affairs Canada applies the principles set out in the *Privacy Act* and the *Access to Information Act*. Therefore, information has been withheld on the grounds that it constitutes personal information and when used alone or with other relevant data could identify individual(s).

(c) were grievances filed against the government for the COVID-19 vaccine employment mandates?

Up to and including November 17, 2025, Veterans Affairs Canada has received five grievances relating to the COVID-19 employment mandates.

(d) if the answer to (c) is affirmative, for each grievance:

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Veterans Affairs Canada	*	Discriminated on basis of creed for being placed on administrative leave.	Withdrawn	None	No
Veterans Affairs Canada	*	Discriminated on basis of disability for being placed on administrative leave.	Settled through mediation at adjudication level	Confidential per terms of settlement	No
Veterans Affairs Canada	*	Term not renewed due to non-compliance with vaccination policy.	Withdrawn	None	No
Veterans Affairs Canada	*	Discriminated on basis of religion/disability for being placed on administrative leave.	Denied at final level. File closed.	None	No
Veterans Affairs Canada	*	Being placed on administrative leave as the vaccination policy undermines health and medical privacy.	In abeyance at first level.	None	No

*In processing Parliamentary Returns, Veterans Affairs Canada applies the principles set out in the *Privacy Act* and the *Access to Information Act* . Therefore, information has been withheld on the grounds that it constitutes personal information and when used alone or with other relevant data could identify individual(s).

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate

Up to and including November 17, 2025, Veterans Affairs Canada received 27 religious exemption requests for the COVID-19 employment vaccine mandate.

(f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by:

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Veterans Affairs Canada	23 Approved	Requests were reviewed and approved by the employee's Director in consultation with Corporate Labour Relations
Veterans Affairs Canada	4 Denied	Requests were reviewed and approved by the employee's Director in consultation with Corporate Labour Relations

Public Prosecution Service of Canada

Reply by: the Minister of Justice and Attorney General of Canada and Minister responsible for the Atlantic Canada Opportunities Agency

Name of Signatory: Patricia Lattanzio

Reply

Public Prosecution Service of Canada

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine?

No employees or temporary workers were terminated because they didn't have the COVID-19 vaccine.

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Public Prosecution Service of Canada	Litigation Legal Assistant	Full-time	2
Public Prosecution Service of Canada	• *	Full-time	1
Public Prosecution Service of Canada	Paralegal	Full-time	1

* In processing Parliamentary Returns, the Government applies the principles set out in the *Access to Information Act* and the *Privacy Act*. Information has been withheld on the grounds that it constitutes personal information.

(c) were grievances filed against the government for the COVID-19 vaccine employment mandates? (d) if the answer to (c) is affirmative, for each grievance, (i) what is the department, (ii) what is the role, (iii) what is the grievance, (iv) what is the state of the grievance, (v) what is the amount of money paid to the employee, (vi) did the government apologize for their actions?

No grievances were filed against the government in relation to the COVID-19 vaccine employment mandates.

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate?

Yes, 11 religious exemption requests were received.

(f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by:

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Public Prosecution Service of Canada	Of the 11 requests received, all were approved	Senior Leadership Committee

Privy Council Office

Reply by: the Prime Minister of Canada

Name of Signatory: Rachel Bendayan, P.C., M.P.

Reply

Privy Council Office

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine?

The Privy Council Office did not have any employees terminated because of the COVID-19 vaccine.

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine?

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Privy Council Office	Program Administration	Full-time	4

(c) were grievances filed against the government for the COVID-19 vaccine employment mandates?

Yes

(d) if the answer to (c) is affirmative, for each grievance:

(i) what is the department	(ii) what is the role	(iii) what is the grievance	(iv) what is the state of the grievance	(v) what is the amount of money paid to the employee	(vi) did the government apologize for their actions
Privy Council Office	Program and Administrative Services	Grieving COVID-19 policy and infringement on rights	Grievance Withdrawn	\$0	No
Privy Council Office	Program and Administrative Services	Grieving the violation of freedom of conscience from the Canadian Charter of Rights and Freedom	Currently at adjudication	\$0	No

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate?

Yes

(f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by:

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Privy Council Office	5 requests received for religious exemption. <ul style="list-style-type: none"> • 3 approved • 2 denied 	The Privy Council Office Vaccination Committee reviewed the accommodation requests which included religious accommodations. The Committee was comprised of the employee's manager, Director General of Human Resources, Director of Human Resources Operations, Senior Labour Relations Advisor, and a Human Resources Advisor for the client submitting the request.

Treasury Board of Canada Secretariat

Reply by: the President of the Treasury Board

Name of Signatory: Tom Osborne

Reply

Treasury Board of Canada Secretariat on behalf of the Government of Canada

The Government of Canada implemented a Policy on COVID-19 Vaccination for the Core Public Administration, including the Royal Canadian Mounted Police which came into effect on October 6, 2021. The policy came into effect at a time when vaccination provided an effective occupational health and safety measure by limiting the spread of COVID-19. The Policy was suspended as of June 20, 2022. Federal employees of the Core Public Administration were no longer required to be vaccinated as a condition of employment. This followed a review of the public health situation at the time, notably the evolution of the virus and vaccination rates in Canada. The Policy was then rescinded on October 4, 2024.

Treasury Board of Canada Secretariat

(a) how many employees and temporary workers were terminated because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Treasury Board of Canada Secretariat	Not applicable	Not applicable	0 – there are no employees and temporary workers that were terminated as a result of not having the COVID-19 vaccine.

(b) how many employees and temporary workers had their pay suspended because they didn't have the COVID-19 vaccine, broken down by:

(i) department	(ii) role	(iii) employment type (full-time, temporary, contractor)	Number of employees and temporary workers
Treasury Board of Canada Secretariat	Senior Advisor Advisor Manager Project Services Assistant Administrative Officer Programs Coordinator Financial Analyst Programmer Analyst Administrative Officer Advisor Support Officer Administrative Officer Senior Director	All 13 employees were on full-time status with an employment type as indeterminate.	13 employees 0 temporary workers

(c) were grievances filed against the government for the COVID-19 vaccine employment mandates; (d) if the answer to (c) is affirmative, for each grievance, (i) what is the department, (ii) what is the role, (iii) what is the grievance, (iv) what is the state of the grievance, (v) what is the amount of money paid to the employee, (vi) did the government apologize for their actions;

No grievances were filed against the department Treasury Board of Canada Secretariat for the COVID-19 vaccine employment mandate.

(e) did the government receive religious exemption requests for the COVID-19 employment vaccine mandate;

Yes, a total of 16 requests for religious exemption were received for the COVID-19 employment vaccine mandate.

and (f) if the answer to (e) is affirmative, how many religious exemption requests were received, broken down by:

(i) department	(ii) result of the request	(iii) who reviewed the exemption request
Treasury Board of Canada Secretariat	8 – approved 6 – denied 2 – incomplete, no response provided as the Policy was lifted.	A Senior Labour Relations Advisor analyzed the requests. They submitted a recommendation to a Committee comprised of the Director, Labour Relations Centre of Expertise and the Manager, Corporate Labour Relations which made the recommendation to Senior Management to approve or deny the request.