



CANADIAN NATIONAL RAILWAY COMPANY MANDATORY COVID-19 EMPLOYEE VACCINATION POLICY – CANADA

Objective

CN is committed to taking every reasonable precaution for the protection of the health and safety of its employees, business partners and clients from COVID-19. On October 29, 2021, the Minister of Transport made an Order requiring all employees of federally regulated railways in Canada to have at least one dose of a COVID-19 vaccine before November 15, 2021 and be fully vaccinated before January 24, 2022. This policy provides for the full vaccination of all CN employees in Canada, with the exception of those who have received medical or religious exemptions, as follows:

1. All employees must receive one dose of a two-dose COVID-19 vaccine series, or one single-dose COVID-19 vaccine, and upload proof of same to CN's Vaccine Tracker, before November 15, 2021.
2. Those employees having only one dose of a two-dose COVID-19 vaccine series before November 15, 2021 must submit acceptable COVID test results to CN every 72 hours, and must receive their second dose of a COVID-19 vaccine before January 10, 2022 in order to be fully vaccinated before January 24, 2022.
3. Those employees having one single-dose COVID-19 vaccine (Johnson & Johnson /Janssen) between November 2 and 14, 2021 must submit acceptable COVID test results to CN every 72 hours for 14 days after the date they received their vaccination.

Employees who fail to comply with the timeline above will be placed on an unpaid leave, or as the case may be, terminated. Any other violation of this Policy may result in disciplinary and/or administrative measures, up to and including termination of employment.

Scope

All employees of CN in Canada and all US employees who perform work in Canada.

Complete Policy

A. Policy Statement

Canadian National Railway Company ("CN") is committed to taking every reasonable precaution for the protection of the health and safety of its employees, business partners and clients from COVID-19.

On August 13, 2021, the Federal government stated that "vaccination is the most effective tool to reduce the risk of COVID-19 for Canadians and to protect broader public health." The Federal government also indicated that "as soon as possible in the fall and no later than the end of October, the Government of

Canada will require employees in the federally regulated air, rail, and marine transportation sectors to be vaccinated.”

More recently, on October 29, 2021, the Minister of Transport, acting through its Director General, Rail Safety issued Order MO 21-07 pursuant to section 32.01 of the Railway Safety Act, c. R-4.2 (hereinafter the “Ministerial Order”). This Ministerial Order specifically contemplates the adoption of company-wide mandatory vaccination policies. The company-wide policy contemplated in the Ministerial Order must mandate that all employees of a railway company be fully vaccinated before January 24, 2022, and that they receive their first dose before November 15, 2021, where a 2-dose series vaccine is administered.

In view of the foregoing, CN requires all CN Employees in Canada to be Fully Vaccinated and provide Proof of Full COVID-19 Vaccination (unless they qualify for, apply and obtain an approved exemption and applicable accommodation), the whole subject to the timelines and conditions of the Ministerial Order and of this vaccination policy (the “Policy”).

CN has established this Policy after consideration of the Federal government and Transport Canada’s requirements, guidance and protocols, its obligations under applicable occupational health and safety legislation, the guidance from the applicable public health authorities, and the applicable Human Rights legislation and privacy laws.

B. Continued Compliance With All Health and Safety and Hygiene Protocols

The Policy does not replace any COVID-19 protocols currently in place in any workplace location.

Unless a legislated or regulatory exemption applies, all CN Employees are required to continue to comply with applicable health and safety and hygiene measures to reduce the hazards related to COVID-19, including but not limited to compliance with established screening protocols, wearing required PPE, mandatory masking in accordance with applicable local or provincial legislation, maintaining appropriate physical distancing, and self-monitoring of potential COVID-19 symptoms when at work or otherwise engaged in CN business.

C. Scope of Policy and Application

This Policy applies to all CN employees, regardless of position, job function, status or work location (“CN Employees”), as well as to all applicants for employment with CN. Timelines for the implementation of vaccination requirements and providing proof of vaccination status are outlined below in Section E. of this Policy.

CN’s contractors, consultants, agents and suppliers and anyone who accesses CN properties in Canada are also required to be Fully Vaccinated.

Any CN Employee who is absent on authorized medical leave or another authorized leave pursuant to applicable legislation or Company policy will not be required to comply immediately with the timelines set forth below in this Policy. However, any such employee remains subject to this Policy and will be required to comply with this Policy and to provide proof of COVID-19 vaccination before being authorized to resume active service for CN.

D. Definitions

For purposes of this Policy:

Being “Partially Vaccinated” means having received the first dose of a two-dose series of a Health Canada approved vaccine that provides protection against COVID-19.

Being “Fully Vaccinated” means having received the complete series of doses (or a single dose of the Janssen (Johnson & Johnson) COVID-19 vaccine) of a Health Canada-approved vaccine that provides protection against COVID-19, and having allowed the time recommended by public health authorities to produce an immune response to COVID-19 elapse (14 days from receipt of a single-dose vaccine or of the second dose of a two-dose series). In time, being Fully Vaccinated may mean having received booster shots, when and as recommended by the applicable public health authorities. If/when that happens, this Policy will govern subject only to timeline adjustments as may be communicated by CN in due course.

Providing “Proof of Partial COVID-19 Vaccination” means providing to CN official documentation issued by the government or the non-governmental entity that is authorized to issue the evidence of COVID-19 vaccination in the jurisdiction in which the vaccine was administered (including a QR code, if issued by the applicable authorities) confirming receipt of the first dose of a two-dose series of a Health Canada approved vaccine that provides protection against COVID-19.

Providing “Proof of Full COVID-19 Vaccination” means providing to CN official documentation issued by the government or the non-governmental entity that is authorized to issue the evidence of COVID-19 vaccination in the jurisdiction in which the vaccine was administered (including a QR code, if issued by the applicable authorities) confirming receipt of the complete series of doses (or a single dose of the Janssen (Johnson & Johnson) COVID-19 vaccine) of a Health Canada approved vaccine that provides protection against COVID-19. In time, this may require providing proof of receipt of booster shots, when and as recommended by the applicable public health authorities.

E. Vaccination Requirements and Timeline

Subject to the exemptions provided for in this Policy, CN Employees will be required to comply with the following vaccination requirements and timeline:

a) If the CN Employee has received or will receive a two-dose series of a Health Canada approved vaccine that provides protection against COVID-19, then:

- (i) The first dose of the vaccine must be received before November 15, 2021; and
- (ii) The employee must provide to CN Proof of Partial COVID-19 Vaccination or Proof of Full COVID-19 Vaccination before November 15, 2021;
- (iii) If not Fully Vaccinated before November 15, 2021, then the employee must receive the second dose of the vaccine before January 10, 2022; and
- (iv) Provide Proof of Full COVID-19 Vaccination to CN before January 24, 2022.

Employees who received their first dose of a 2-dose series of vaccine before November 15, 2021, and intend to get their second dose no later than January 24, 2022, may continue to work provided that they get tested for COVID-19 every 72 hours during this period and furnish a negative test result under a recognized testing method. According to the Ministerial Order, while testing methods may include rapid antigen testing or molecular testing (for example, PCR), in the event that a test other than a molecular test has provided a positive result, then only a molecular test (for example, PCR) providing a negative

result will be considered acceptable. Furthermore, when an employee undergoes a rapid antigen test, only test results from a certified lab or testing center recognized by the Public Health Agency of Canada will be accepted by CN.

Following November 15, 2021, testing must be acquired and paid for at the employee's own expense, unless the employee has obtained an exemption in accordance with Section I. of this Policy, in which case the testing will be paid for by CN.

b) If the CN Employee has received a single-dose vaccine of a Health Canada approved vaccine that provides full-protection against COVID-19, then the employee must:

- (i) Provide his/her vaccination status to CN and upload proof of COVID-19 vaccination before November 15, 2021;
- (ii) Provide Proof of Full COVID-19 Vaccination to CN before November 15, 2021.

Employees having one single-dose COVID-19 vaccine between November 2 and 14, 2021 must submit acceptable COVID test results to CN every 72 hours for 14 days after the date they received their vaccination.

Notwithstanding the timelines set forth above, CN Employees who are already Fully Vaccinated must show Proof of Full COVID-19 Vaccination to CN as soon as possible (and in any event, before November 15, 2021), in order to facilitate CN's operations and reporting obligations to authorities regarding CN Employees' vaccination status.

CN recommends that any CN Employee who has any doubts about their medical condition and ability to receive any Health Canada approved vaccine consult with their own healthcare professional prior to being vaccinated. Further information on the vaccines approved by Health Canada is available here: <https://www.canada.ca/en/health-canada/services/drugs-health-products/covid19-industry/drugs-vaccines-treatments.html>.

After January 24, 2022, employees who are not Fully Vaccinated, have not provided Proof of Full COVID-19 Vaccination to CN and have not obtained an exemption based on medical contraindications or sincerely-held religious beliefs in accordance with Section I. below will be placed on an unpaid leave and/or subject to such other administrative or disciplinary measures as may be deemed appropriate by CN in the circumstances, up to and including termination of employment.

As of November 1, 2021, subject to relevant accommodations or exemptions, all new CN Employees must be Fully Vaccinated and provide Proof of Full COVID-19 Vaccination prior to their first day of work.

F. Procedure for Providing Proof of Partial COVID-19 Vaccination and/or Proof of Full COVID-19 Vaccination

CN Employees are required to provide to CN a complete and un-redacted copy (whether paper or digital) of their Proof of Full COVID-19 Vaccination or Proof of Partial COVID-19 Vaccination documentation in accordance with the timelines set forth above under Section E. "Vaccination Requirements and Timeline".

Proof of vaccination must be sent through the CN Vaccine Tracker or through OHS_vaccination@cn.ca, for those who do not have access to the Vaccine Tracker. To access the COVID-19 vaccine tracker, employees simply need to log on to:

<http://sra.cn.ca> › Web Bookmarks › Covid19 Update › Quick Links › Vaccine tracker

Applicants who receive an offer of employment for any CN job will also be required to show Proof of Full COVID-19 Vaccination as an essential condition of employment, subject to the applicable exemptions contemplated in Section I. of this Policy.

G. Procedure for Providing Proof of a Negative COVID-19 Test (where required)

Where a CN Employee is required to undergo regular COVID-19 testing pursuant to this Policy, the employee shall be required to provide the test results to OHS, via the 72-Hour Test Reporting tool, within 24 hours of receiving them. In the event that an employee receives a positive test, the employee must promptly report this to their manager and refrain from attending at any CN premises, property or work location and from attending any in-person meeting or having any physical contact with any CN employee, business partner or agent. In such event, the employee must follow all applicable public health measures and guidelines, as well as the instructions of CN.

Test results, including negative test results, can be provided in paper or digital form, and must include the following information:

- a. the name and date of birth of the person whose specimen was collected for the test;
- b. the name and civic address of the laboratory or testing center that administered the test;
- c. the date the specimen was collected and the test method used; and
- d. the test result.

In certain CN locations, on-site testing may be made available. If applicable, further information in this regard will be provided.

Where an employee uses an at-home antigen test approved by CN, the employee must comply with the following: i) provide a photograph of the test kit packaging showing the type, make and serial number of the test; ii) provide a photograph of the test result; iii) provide a written attestation from the employee confirming the date and time that the specimen was taken and the result obtained; iv) retain and not tamper with or destroy the test kit packaging and test results, and keep them in a secure place, and make them available to CN for inspection, upon request; and, v) provide such other documentation or information as may be reasonably required by CN in order to confirm the authenticity of the test result and/or truthfulness of the employee's affirmation.]

In the event that Transport Canada or the Ministerial Order imposes different requirements for proof of negative results, then such requirements will be implemented.

H. Collection, Retention and Communication of CN Employee COVID-19 Vaccination Information by CN

CN will at all times maintain and preserve the confidentiality of CN Employees' vaccination status and of any related information or test results CN Employees may provide as part of a request for an exemption and related accommodation in accordance with Section I. of this Policy ("Vaccination Information"). This Vaccination Information will be protected by appropriate security safeguards against loss or theft, as well as unauthorized access, disclosure, copying, use, or modification.

CN managers who are tasked with validating Proof of Partial COVID-19 Vaccination and/or Proof of Full COVID-19 Vaccination or other Vaccination Information will share this information only with someone

with a need to know, such as OHS, for purposes of consolidating CN's records regarding CN's workforce's vaccination status and implementing this Policy.

For greater clarity, a record of the vaccination status of every CN Employee will be kept in a database accessible only to OHS and those CN managers who have a need to know as described above. Regular test results will be treated in the same manner.

CN Employees' vaccination status and test results will only be accessed and used to the extent reasonably necessary to implement this Policy, occupational health and safety protocols, infection control and prevention measures in the workplace, in accordance with CN's protocols, and in accordance with Federal government and Transport Canada's requirements and guidelines. Furthermore, CN will only disclose CN Employees' vaccination status if it is authorized by law or required to do so by the Federal government or Transport Canada's requirements and guidelines: in such case, CN will limit its disclosure to what is necessary in order to satisfy Federal government or Transport Canada's requirements.

All information that CN Employees submit as part of a request for accommodation for sincerely-held religious belief or medical exemption will only be used or disclosed to the extent necessary to assess the validity of the request. Copies of request for accommodation forms will be kept in a confidential and secured file located at CN's administrative offices, which will only be accessible by Human Resources.

The information collected under this Policy will be retained only until the COVID-19 pandemic has ended, at which time the Company will securely destroy any personal information, subject to any legal obligation it has to retain the information for a longer period. At all times, retention, use and disclosure of CN Employees' Vaccination Information will be made in accordance with all applicable data protection and privacy laws.

I. Exemptions and Accommodations

CN recognizes its responsibilities and duties under the Canadian Human Rights Act.

These responsibilities and duties must be balanced against and applied in a manner that respects CN's obligations to protect the health and safety of its employees and customers, and the various current and evolving requirements of the Federal government and Transport Canada's requirements, including the requirements set forth in the Ministerial Order.

Due to the serious health threat that COVID-19 continues to present, only limited categories of exemptions based on human rights grounds are recognized and permitted under the Federal government and Transport Canada's guidance and requirements, and specifically under the Ministerial Order. These exceptions are for medical contraindications and for sincerely-held religious beliefs only (the "Permitted Exceptions"). This Policy follows such guidance and requirements.

Accordingly, if a CN Employee will not be vaccinated against COVID-19 and wishes to obtain an accommodation and exemption from the vaccination requirement provided for in this Policy, then they must explicitly request an exemption in accordance with the conditions and timelines set forth in this Policy. Only exemptions based on a Permitted Exception will be granted and this, only where the applicable conditions are met.

A CN Employee who requests an exemption from the vaccination requirement under this Policy must submit a written request to CN, with supporting documentation, where applicable, in accordance with the process set out below. This documentation must be provided before November 15, 2021 (unless that CN Employee is currently on leave). Requests for exemption and accommodation will be considered on a case-by-case basis.

1. A CN Employee who seeks an exemption is required to complete the COVID-19 Vaccination Accommodation/Exemption Request Form appended to this Policy provided by CN.
2. The CN Employee must provide the completed Accommodation/Exemption Request Form to ohs_vaccination@cn.ca for medical exemptions and to hr_vaccination@cn.ca for religious exemptions, with supporting documentation, where applicable.
3. OHS/HR will consult with CN administration and other appropriate personnel to determine whether the exemption meets the applicable requirements outlined in the Ministerial Order.
4. OHS/HR will confirm receipt of the Accommodation/Exemption Request Form. An original copy of the Form will be securely stored at CN.

Where a CN employee's circumstances satisfy the criteria for an exemption, resulting reasonable accommodations will be explored and granted up to the point of undue hardship in accordance with applicable Human Rights legislation.

J. Non-Compliance With Policy

Any CN Employee who, before November 15, 2021: i) is not Fully Vaccinated or Partially Vaccinated; ii) has not provided Proof of Full Vaccination or Partial Vaccination; and iii) has not been granted an exemption for a Permitted Exception in accordance with Section I of this Policy will be placed on an unpaid leave and/or subject to such other administrative or disciplinary measures as may be deemed appropriate by CN in the circumstances, up to and including termination of employment.

As of January 25, 2022, CN employees who are: i) not Fully Vaccinated; ii) have not provided Proof of Full COVID-19 Vaccination; and iii) have not been granted an exemption for a Permitted Exception by the deadlines outlined in this Policy, will be subject to administrative and/or disciplinary measures ranging from unpaid leave to termination of employment.

Any violation of this Policy may result in disciplinary and/or administrative measures, up to and including termination of employment. Violations of this Policy can include, without limitation, coming to the CN's premises without proper vaccination or having provided proof of vaccination as per this Policy, or an individual falsifying a proof of vaccination or providing false information regarding their vaccination status or in connection with a request for exemption or accommodation. The Minister of Transport may also impose fines of up to \$25,000 against an employee who does not comply with the Ministerial Order.

In accordance with the Ministerial Order, please note that it is strictly prohibited for any CN Employee to provide a proof of vaccination, a proof of a COVID-19 test result or any written evidence or attestation related to an exception under Section I. in a way that they know to be false or misleading, and that doing so may constitute fraud or perjury under the Criminal Code.

Furthermore, harassment, bullying or intimidation on the basis that someone is or is not vaccinated will not be tolerated either and will trigger the application of CN's Policy on Harassment-Free Environment (Canada) or Prohibited Harassment, Discrimination and Anti-Retaliation Policy (U.S.).

This Policy serves as notice of these requirements.

K. Ongoing Assessment and Changes to This Policy

CN will continue to closely monitor the implementation of this Policy as well as the Federal government and Transport Canada's requirements, guidance and protocols, and CN's obligations under occupational health and safety legislation and relevant human rights legislation and regional public health guidance, and it will re-assess the need for modifying and/or maintaining this Policy as required but in any event at least once every six months.

Last revision date: November 12, 2021



Annex A: Medical Exception Request Form

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

PART I OF MEDICAL EXCEPTION

Person To Be Exempted

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

First Name: _____ Last Name: _____

Home Address: _____

Requester's Information

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

First Name: _____ Last Name: _____

Mailing Address: _____

Provincial / Territorial Government

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

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



Medical Doctor Or Nurse Practitioner

Medical Statement

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

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

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

This medical reason is (please indicate only one)

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

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

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

This medical reason will be in effect until _____

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

This medical reason is (please indicate only one)



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

Signature: _____ Date: _____

Name: _____ Telephone number: _____

License number: _____ Province/Territory: _____

Requester's Attestation

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

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

Signature: _____ Full Name: _____

Date: _____ Location: _____

False Or Misleading Information

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

As per the applicable *Order Pursuant to section 32.01 of the Railway Safety Act MO 21-07*, a person who provides information to a carrier that is known to be false or misleading may also be subject to enforcement action, including prosecution.

Personal Information

Your privacy is important. Personal information you provide in this form will be used for the purposes of determining the qualification of the person identified on this form for medical exception from the requirements of the *Order Pursuant to section 32.01 of the Railway Safety Act MO 21-07*. Please note that the railway company is subject to applicable privacy legislation with respect to the handling of your personal information.

The personal information in this form may be provided to and used by Transport Canada for the purpose of audit and enforcement. The Minister of Transport may collect this personal information pursuant to the applicable legislation, under the *Railway Safety Act*

In the event that any personal information is provided to Transport Canada, it will only be used and disclosed by Transport Canada in accordance with the *Privacy Act* and its' regulations. The personal information collected, as well as its use, disclosure and retention is described in the applicable personal information bank ("PIB"), which is currently



being developed, and will be published on Transport Canada's Info Source page (<https://tc.canada.ca/en/info-source>). Under the provisions of the *Privacy Act*, individuals have the right of access to, correction of and protection of their personal information. Instructions for obtaining personal information are provided in Info Source, a copy of which is available in major public and academic libraries or online at <http://www.infosource.gc.ca>. Individuals who wish to exercise their right to complaint under the *Privacy Act* about the handling of their personal information may do so by filing a complaint with the Office of the Privacy Commissioner. For information on how the railway company processes your personal information, please visit their applicable privacy policy or contact them directly.



PART 2 OF EXCEPTION

Important Notice: Only Part 2 of this exception is to be provided by the employee, upon request, to Transport Canada. Should additional information be required by Transport Canada, a government official will contact the Employer directly.*

Confirmation of Exception by Employer*

Employer* Record Number: _____

This is to confirm that _____ (full name of the exempted person), has an exception from the mandatory vaccination requirements under the *Order Pursuant to section 32.01 of the Railway Safety Act* MO 21-07.

Signature: _____ Full Name: _____

Title: _____ Organisation: _____

Phone number (day): _____

Date: _____ Location: _____

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



Annex B: Religious Exception Request Form

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

PART I OF RELIGIOUS EXCEPTION

Person To Be Exempted

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

First Name: _____ Last Name: _____

Home Address: _____

Affidavit - Religious Belief

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

Affidavit of _____ (name)

I, _____ (full name), currently employed as _____ (position)

at _____ (organization), MAKE OATH OR SOLEMNLY AFFIRM AND SAY AS

FOLLOWS:

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



Signature: _____ Full Name: _____

Date: _____ Location: _____

Signature of Commissioner Of Oaths

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

SWORN OR SOLEMNLY AFFIRMED before me at: _____ (Municipality)

in _____ (Province, State, or Country) on _____ (Date)

Signature: _____ Full Name: _____

False Or Misleading Information

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

As per the applicable *Order Pursuant to section 32.01 of the Railway Safety Act MO 21-07*, a person who provides information to a carrier that is known to be false or misleading may also be subject to enforcement action, including prosecution.

Personal Information

Your privacy is important. Personal information you provide in this form will be used for the purposes of determining the qualification of the person identified on this form for an exception on the grounds of religious belief from the requirements of the *Order Pursuant to section 32.01 of the Railway Safety Act MO 21-07*. Please note that the railway company is subject to applicable privacy legislation with respect to the handling of your personal information.

The personal information in this form may be provided to and used by Transport Canada for the purpose of audit and enforcement. The Minister of Transport may collect this personal information pursuant to the applicable



legislation, under the *Railway Safety Act*

In the event that any personal information is provided to Transport Canada, it will only be used and disclosed by Transport Canada in accordance with the *Privacy Act* and its' regulations. The personal information collected, as well as its use, disclosure and retention is described in the applicable personal information bank ("PIB"), which is currently being developed, and will be published on Transport Canada's Info Source page (<https://tc.canada.ca/en/info-source>). Under the provisions of the *Privacy Act*, individuals have the right of access to, correction of and protection of their personal information. Instructions for obtaining personal information are provided in Info Source, a copy of which is available in major public and academic libraries or online at <http://www.infosource.gc.ca>. Individuals who wish to exercise their right to complaint under the *Privacy Act* about the handling of their personal information may do so by filing a complaint with the Office of the Privacy Commissioner. For information on how the railway company processes your personal information, please visit their applicable privacy policy or contact them directly.



PART 2 OF EXCEPTION

Important Notice: Only Part 2 of this exception is to be provided by the employee, upon request, to Transport Canada. Should additional information be required by Transport Canada, a government official will contact the Employer directly.*

Confirmation of Exception by Employer*

Employer* Record Number: _____

This is to confirm that _____ (full name of the exempted person), has an exception from the mandatory vaccination requirements under the Transport Canada *Order Pursuant to section 32.01 of the Railway Safety Act MO 21-07*.

Signature: _____ Full Name: _____

Title: _____ Organisation: _____

Phone number (day): _____

Date: _____ Location: _____

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