



FAQ - Covid-19 vaccine requirement for contractors in Canada

## **FAQ – Covid-19 vaccine requirement for contractors in Canada (November 15, 2021)**

**Q: Are suppliers/contractors who have had one dose of the COVID-19 vaccine required to have a COVID-19 test every 72 hours with negative results?**

**A:** Yes. In accordance with Transport Canada’s Ministerial Order and CN’s Mandatory Vaccine Policy, any employee, contractor, consultant, agent, supplier or **anyone who accesses CN properties in Canada** who has only had one dose of a two-dose Health Canada-approved vaccine must have a COVID-19 test every 72 hours with a negative result.

The only exemption from the CN vaccine mandate – and therefore the 72-hour testing – is if the supplier/contractor conducts their activities outside and does not have any contact with CN employees. In this case, vaccination and COVID-19 testing is not required.

Testing must continue until such time that you have been fully vaccinated (14 days after your second COVID-19 vaccine).

**Q: What type of COVID-19 test must be used for the 72-hour testing?**

**A:** A self-administered rapid test can be taken every 72 hours as long as you get a negative result. Should you have a positive rapid test, you must get a lab-based test (PCR) to confirm your result.

**No one may be dispatched to work on CN property in Canada if: a) they have not received a negative Covid-19 test result within the past 72 hours, or b) if they have received a positive Covid-19 test.** Anyone who shows up in violation of our mandate will be denied access to CN property in Canada. CN also reserves the right to terminate the contract with the supplier in such a case.

**Q: Do we need to send the test results to CN?**

**A:** While CN employees do need to send their test results to CN every 72 hours, contractors, consultants, agents, and suppliers do not. External contractors/suppliers must keep track of the results of their personnel who are working on CN property. External contractors/suppliers present on CN property should keep a record of their test results on them at all times for purposes of verification. CN reserves the right to monitor for compliance with its vaccine mandate.



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**Q: Who pays for the tests?**

**A:** Contractors, consultants, agents, or suppliers must bear the full costs of COVID-19 tests.

**Q: CN allows for medical or religious exemptions to the mandatory vaccination policy for its employees. Are exemptions allowed for suppliers/contractors as well?**

**A:** While CN recognizes the rights of our employees to be exempt based on legitimate medical or religious grounds, CN understands that other employers (suppliers) may grant exemptions to their own employees based on these same legitimate grounds. However, **CN's agents, consultants and suppliers may only send workers to CN sites who are either fully vaccinated, or partially vaccinated and being tested every 72 hours during the period stipulated in the Ministerial Order.**

CN will not receive or process requests for accommodation from Suppliers' employees. The only exemption from the CN mandatory vaccination policy for suppliers/contractors is if the supplier/contractor conducts their activities outside and does not have any contact with CN employees.



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## **FAQ – Covid-19 vaccine requirement for contractors in Canada (October 18, 2021)**

**Q: If our personnel are dropping off equipment to a CN site but are not in close contact with others, are they exempt from the vaccination requirements?**

**A:** Suppliers may be exempt from the vaccine mandate if their activities are conducted outside **and** do not involve any contact with CN employees. Suppliers' personnel must be fully vaccinated if they come into contact with a CN employee outdoors or if their work requires them to enter a CN facility for any reason, at any time.

**Q: I am the owner of a hotel where CN crews stay. How does the policy apply to my workers?**

**A:** CN's vaccination mandate will not apply to the employees of hotels that are open to the public where our crews stay as the properties are not owned by CN.

**Q: I provide mechanical field service work for a few CN sites and must sometimes enter a CN shop to conduct repairs. I am always distanced from others.**

**A:** Suppliers may be exempt from the vaccine mandate if their activities are conducted outside **and** do not involve any close contact with CN employees. Service and repair personnel must be fully vaccinated if they come into contact with a CN employee outdoors or if they enter a CN facility at any time.

**Q: Are there exemptions allowed to CN's vaccine mandate?**

**A:** While CN recognizes the rights of our employees to be exempt based on legitimate medical or religious grounds, CN will not receive or process requests for accommodation from Suppliers' employees. We expect our agents, consultants and suppliers to only send workers to CN sites who are in compliance with the CN vaccine mandate, including the guidance in these FAQs.

**Q: How will private contractors be checked or managed to meet the CN vaccine mandate? Will CN be verifying compliance of every contractor? How will this be done and who is responsible to verify each third party employee?**



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**A:** The onus will be on the supplier or private contractor to ensure all employees they dispatch to CN are fully vaccinated and carry proper proof of vaccination at all times. CN reserves the right to monitor for compliance with its vaccine mandate. Spot checks will be conducted.

**Q: What proof do I need to produce of my vaccination status?**

**A:** Those who arrive on CN property must carry with them proof of vaccination **at all times**. Proof of vaccination should be in accordance with what is available in your local jurisdiction (e.g. provincial vaccination passport). CN reserves the right to monitor for compliance with our vaccination mandate. Spot checks will be conducted.

**Q: What about CN employees who visit my manufacturing facility to conduct an inspection? Do all my employees need to be fully vaccinated if they come into contact with the CN employees?**

**A:** CN's vaccine mandate does not apply to your operations in your facilities. Our policy concerns suppliers who enter CN properties for the delivery of goods or services. We count on you to observe all safety protocols and respect local public health guidelines and regulations related to COVID-19 while a CN employee is on your site.

**Q: Does the CN vaccine mandate only apply to Canadian vendors or locations?**

**A:** The mandate covers all CN vendors in Canada as well as U.S. vendors who may cross the border to provide services on CN property in Canada.

**Q: What if a subcontractor does not leave his vehicle while providing service to CN, is masked or does not come within close contact with a CN employee?**

**A:** Suppliers may be exempt from the vaccine mandate if their activities are conducted outside **and** do not involve any close contact with CN employees. You must be fully vaccinated if you come into close contact with a CN employee outdoors or if you enter a CN facility at any time.

**Q: If one of my subcontractors is unable to get the vaccine, are they allowed onsite at CN if they have a mask on? Is confirmation of vaccination required before services are dispatched to CN?**

**A:** We expect Suppliers to use good judgment to keep everyone safe. This means Suppliers are responsible for ensuring the workers they dispatch to CN are fully vaccinated and carry proper



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proof of vaccination at all times. CN reserves the right to monitor for compliance with its vaccine mandate.

### **Q: What are the consequence for violations to CN's vaccine mandate?**

**A:** Anyone who cannot provide proof they are fully vaccinated must not be dispatched to work on CN property in Canada **effective November 15, 2021** and anyone who shows up in violation of our mandate will be denied access to CN property in Canada. CN also reserves the right to terminate the contract with the supplier in such a case.

### **Q: What if one of our drivers has a medical exemption to being vaccinated?**

**A:** Suppliers are responsible for ensuring the workers they dispatch to CN are fully vaccinated and carry proper proof of vaccination at all times. CN will not receive or process requests for accommodation from Suppliers' employees. We expect our agents, consultants and suppliers to only send workers to CN sites who are in compliance with the CN vaccine mandate, including the guidance in these FAQs.

### **Q: Is there a difference in vaccination requirements between our dedicated trucks under contract at your sites that do not leave CN property vs. our adhoc trucks that come to the site to fill aircars or running fuel as a part of their normal runs?**

**A:** No. Any supplier who comes into close contact with a CN employee outdoors or who enters a CN facility for any reason must be fully vaccinated.

### **Q: I am an owner operator contracted to a company that works at an Intermodal yard. Will CN's vaccination mandate be required for my situation? Can I apply for a religious exemption?**

**A:** CN requires suppliers, and, as the case may be, their subcontractors and their employees, to be fully vaccinated **by November 15, 2021**. If an owner/operator enters a CN intermodal yard in his/her truck, and proceeds to either deliver or pick up a unit without ever leaving his or her truck, vaccination is not required. Any supplier who comes into contact with a CN employee outdoors or who enters a CN facility for any reason must be fully vaccinated. While CN will not receive or process requests for accommodation from non-CN employees, we expect our agents, consultants and suppliers to only send workers to CN sites who are in compliance with the CN vaccine mandate, including the guidance in these FAQs.