

**Royal Canadian Mounted Police**

**Deputy Commissioner  
Contract and Indigenous Policing**



**Gendarmerie royale du Canada**

**Sous-commissaire  
Services de police contractuels  
et autochtones**

December 10, 2021

To: All Municipal Police Service Agreement Partners

On October 6, 2021, the Federal government announced the *Policy on COVID-19 Vaccination for the Core Public Administration Including the Royal Canadian Mounted Police*. On behalf of the RCMP Commissioner, I therefore write to provide you with details about the policy and our expectations in the RCMP workplace. Under the attached Policy, all RCMP employees, including those working remotely and teleworking must be fully vaccinated in order to protect themselves, colleagues, and clients from COVID-19, with limited exception. Applicable exceptions are limited to those who are unable to be fully vaccinated based on a certified medical contraindication, religion, or another prohibited ground of discrimination as defined under the *Canadian Human Rights Act*. Should such aforementioned exceptions arise, we are accommodating RCMP employees by requiring that they undergo rapid testing three times a week as part of our due diligence to ensure the health and safety of the workplace.

Given that RCMP employees work alongside Municipal Support Staff, it is our expectation that Municipalities will be guided by the Federal policy in order to ensure the continued health and safety of the workplace, as well as to ensure the equitable treatment of all employees in the RCMP workplace. This request is consistent with *Article 2.4* of the Municipal Police Service Agreement: "the Municipality will provide, without any costs to Canada, all necessary Support Staff; such staff will meet the job and other related requirements as determined by the Commissioner." To this end, the RCMP is seeking assurance that any Support Staff provided by your Municipality be fully vaccinated prior to reporting for duty, commencing three weeks from the receipt of this letter. If a Municipal Employee cannot be fully vaccinated, and a rapid test regime employed as a means of accommodation, we are relying on the Municipality to take the necessary steps to confirm that the individual has tested negative for COVID-19 three times per week as a pre-condition for entry into the RCMP workplace. We respect that the specific details surrounding vaccination verification and rapid testing of Municipal Employees remains the responsibility of the Municipality.

Discussions with the Contract Management Committee are ongoing to ensure awareness of the above and their applicability across the Municipal Police Services where the RCMP is the police force of jurisdiction. I would also like to take this opportunity to thank you for your continued cooperation in helping to keep employees and workplaces safe. The measures outlined above not only serve to protect the health of our respective employees, but also ensures the continued safety of the communities they serve.

Regards,

A handwritten signature in blue ink, appearing to read "Brian Brennan".

Brian Brennan  
Deputy Commissioner  
Contract & Indigenous Policing

A handwritten signature in blue ink, appearing to read "Gail Johnson".

Gail Johnson  
Chief Human Resources Officer

CC: Commanding Officer