

File No.: 2025-969

January 20, 2026

s.22(1)

Dear s.22(1)

**Re: Request for Access to Records under the Freedom of Information and Protection of Privacy Act (the "Act")**

I am responding to your request of December 11, 2025 under the *Freedom of Information and Protection of Privacy Act* for:

**Records related to mandatory COVID-19 Vaccination Policy introduced to full-time or part-time City of Vancouver staff (senior exempt, exempt, CUPE 15 and CUPE 1004). Specifically:**

- 1. Number of staff who complied with the policy;**
- 2. Number of staff who did not comply; and**
- 3. Breakdown of employer actions on the staff who did not comply (dismissal, no pay leave, etc).**

**Date range: January 1, 2021 to December 31, 2022.**

All information responsive to your request is provided below. Human Resources staff have advised our office of the following:

**Policy Compliance Summary**

- Employees who complied with the policy and were cleared for work: 7,483
- Employees who did not comply with the policy and were placed on leave: 114

**Actions Taken in Response to Policy Non-Compliance**

The following actions were taken for employees who did not comply with the policy:

- Leave without pay: 67 employees
- Use of available quotas/banks during the leave: 39 employees
- Combination of leave without pay and use of quotas/banks: 8 employees
- There were no employee dismissals or other employer actions as a result of the policy.

Under Part 5 of the Act, you may ask the Information & Privacy Commissioner to review any matter related to the City's response to your FOI request by writing to: Office of the Information

& Privacy Commissioner, [info@oipc.bc.ca](mailto:info@oipc.bc.ca) or by phoning 250-387-5629.

If you request a review, please provide the Commissioner's office with: 1) the request number (2025-969); 2) a copy of this letter; 3) a copy of your original request; and 4) detailed reasons why you are seeking the review.

Yours truly,

Kevin Tuerlings, FOI Case Manager, for

*[Signed by Kevin Tuerlings]*

**Siân Madsen, MA, MAS**  
**Acting Director, Access to Information & Privacy**

If you have any questions, please email us at [foi@vancouver.ca](mailto:foi@vancouver.ca) and we will respond to you as soon as possible. You may also contact 3-1-1 (604-873-7000) if you require accommodation or do not have access to email.

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