



NB Power Vaccination Requirement for Existing Contractors and New Contractors

Introduction

NB Power is a Crown Corporation which provides essential services to New Brunswickers and supports critical infrastructure in New Brunswick. As COVID-19 has evolved, vaccination has become the most effective tool to manage business continuity and protect our employees, contractors, and the customers we serve. Our goal is to provide a safe and healthy working environment for all while providing reliable electricity to New Brunswickers.

Definition of Full Vaccination and Fully Vaccinated

Full vaccination against COVID-19 means receipt of two (2) approved doses of a COVID-19 vaccine together with fourteen (14) days having elapsed since receipt of the second dose (“Full Vaccination” or “Fully Vaccinated”).

Vaccination Requirement for Existing Contractor

Recently, new compulsory workplace requirements respecting mandatory vaccination against COVID-19 have been established by the Province of New Brunswick (the “Province”) which apply to all NB Power employees and to certain applicable employees of NB Power’s Contractors, both existing and future (the “Revised COVID-19 Directive”). For greater clarity, an existing Contractor for the purposes of this Declaration is a Contractor with which NB Power had an existing contractual relationship in place prior to November 1, 2021 (“Existing Contractors”). The requirements of the Revised COVID-19 Directive shall come into effect for Existing Contractors on December 16, 2021 and shall replace the COVID-19 Directive currently in place, which came into effect on September 13, 2021. The Revised COVID-19 Directive requires that all applicable employees of Existing Contractors be Fully Vaccinated against COVID-19 by the end of business on December 15, 2021 or have a valid and verified medical exemption in place.

**Note: The Revised COVID-19 Directive is subject to further change based on the dynamic and evolving nature of the COVID-19 Pandemic.*

Vaccination Requirement for New Contractors

In the case of all new contractual relationships with NB Power that do not meet the definition of Existing Contractors because such contracts were not fully executed prior to November 1, 2021, which includes but is not limited to Tenders, Requests for Proposals, Requests for Quotes and Sole Sources (“New Contractors”), it shall be a pre-condition to the award of any new contract by NB Power that the successful party first demonstrate that all of its applicable employees are Fully Vaccinated against COVID-19 or have a valid and verified medical exemption in place. The Revised COVID-19 Directive applies with immediate effect to all New Contractors.





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Definition of Applicable Employees of Existing Contractors and New Contractors

Employees of Existing Contractors and New Contractors who fall within the scope of the Revised COVID-19 Directive are as follows:

1. On-site employees of Existing Contractors and New Contractors who work/will work at one or more NB Power site(s) alongside NB Power employees throughout the day, and/or
2. Employees of Existing Contractors and New Contractors that regularly interface/will regularly interface in person with NB Power customers.
3. Employees of Existing Contractors and New Contractors who perform services/will perform services on NB Power-owned property or physical infrastructure and fixed equipment.

Contractor Requirements and Declaration

By the end of the day on December 15, 2021, Existing Contractors will be required to complete the following tasks. In the case of New Contractors, the following tasks will need to be completed as a pre-condition to the award of any new contract by NB Power:

- Verify the Full Vaccination status (two approved doses plus the passage of fourteen (14) days since the second dose) against COVID-19 of your applicable employees and confirmation with your NB Power contact that you have completed a validation process, which includes providing a list of the vaccination status of your applicable employees to your NB Power contact (the “COVID-19 Vaccination List”). For greater clarity, verification consists of your having examined some form of official Proof of Immunization from each employee. We do not require copies of Proof of Immunization for privacy reasons.
- Implement a process to maintain the COVID-19 Vaccination List for your existing applicable employees and any new employees which is fully compliant with any direction received from NB Power.
- Completion of the Declaration Form ([click here to link to the form](#))

