



the gandalf group

VAX-LAW Symposium

**mccarthy
tetraault**

October 14, 2021



Sample

n=875 Canadians
General Population
National, bilingual



Date

October 7-12, 2021



Online Study

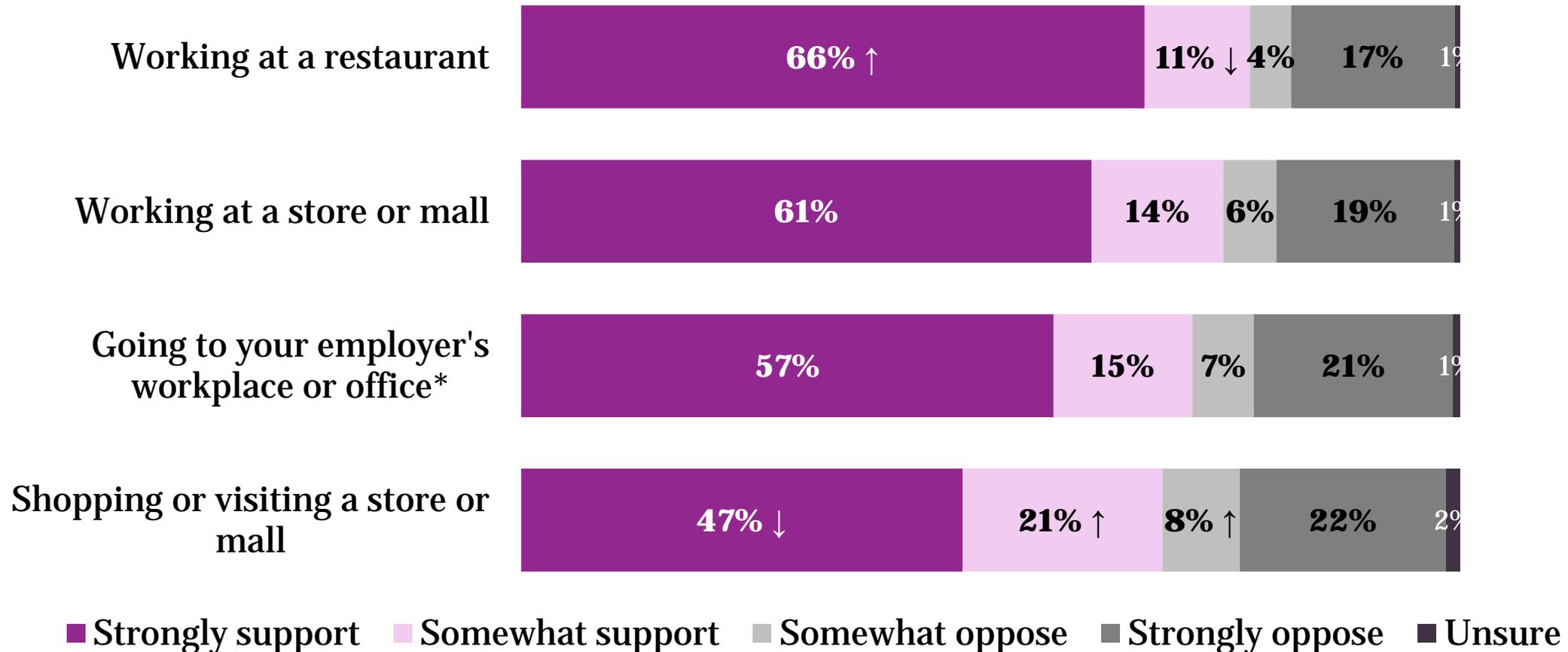
A randomly sourced panel that
supports probability sampling
MOE +/- 3.3% 19/20



Requiring Proof of Vaccination

Support for vaccine mandates is higher for employees than for consumers.

Workers are mostly supportive of the concept of a vaccine mandate in the workplace.



****Only employed (full- or part-time) asked this question***

Do you support or oppose requiring proof of vaccination against COVID-19 in order to do each of the following?

n=875 | *Only employed (full- or part-time) n=477



Vaccine Mandates & Unpaid Leave

Most support mandates if a consequence is unpaid leave assuming remote work not an option.

- *E.g. if there's interaction with the public or the workplace is an industrial/mfg. setting.*
- *There is less interest/demand to do this if remote work is an option.*
- *Opposition to these is ~5 points higher in the workforce per se vs. among Canadians as a whole & ~10 points higher among men <55 years of age.*

In jobs working with public: proof of vaccination & unpaid leave for non-vacc'd



In manufacturing/industrial work: proof of vaccination & unpaid leave if they cannot work remotely



Proof of vaccination & regular testing for non-vacc'd



Proof of vaccination & remote work for non-vaccinated



Proof of vaccination & unpaid leave for ALL non-vacc'd (both remote and on-site)



■ Strongly support
 ■ Somewhat support
 ■ Somewhat oppose
 ■ Strongly oppose
 ■ Don't know

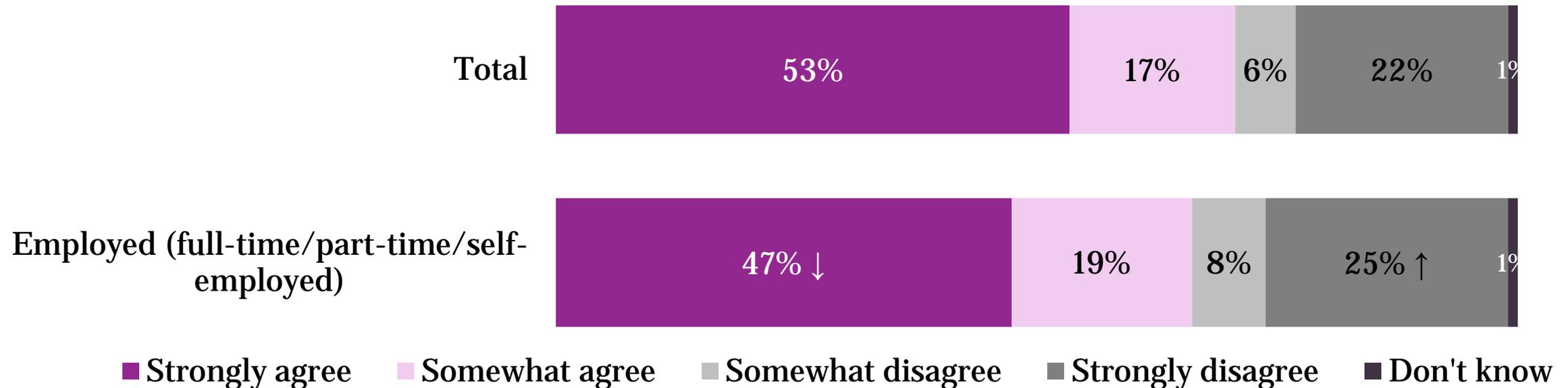
The following are COVID-19 related requirements that employers could put in place during the pandemic. Please read them individually and rate the extent to which you support or oppose each one.



Federal Government's Vaccination Policy

While only half supported a general or blanket application of vaccination & unpaid leave (even if remote work is possible), the clear majority agreed with the Government of Canada's recent decision to impose this on the civil service.

“...Federal government employees must be vaccinated...or placed on unpaid leave ... – regardless of whether they work remotely or on-site – unless they have a medical exemption. Do you agree or disagree with this policy?”



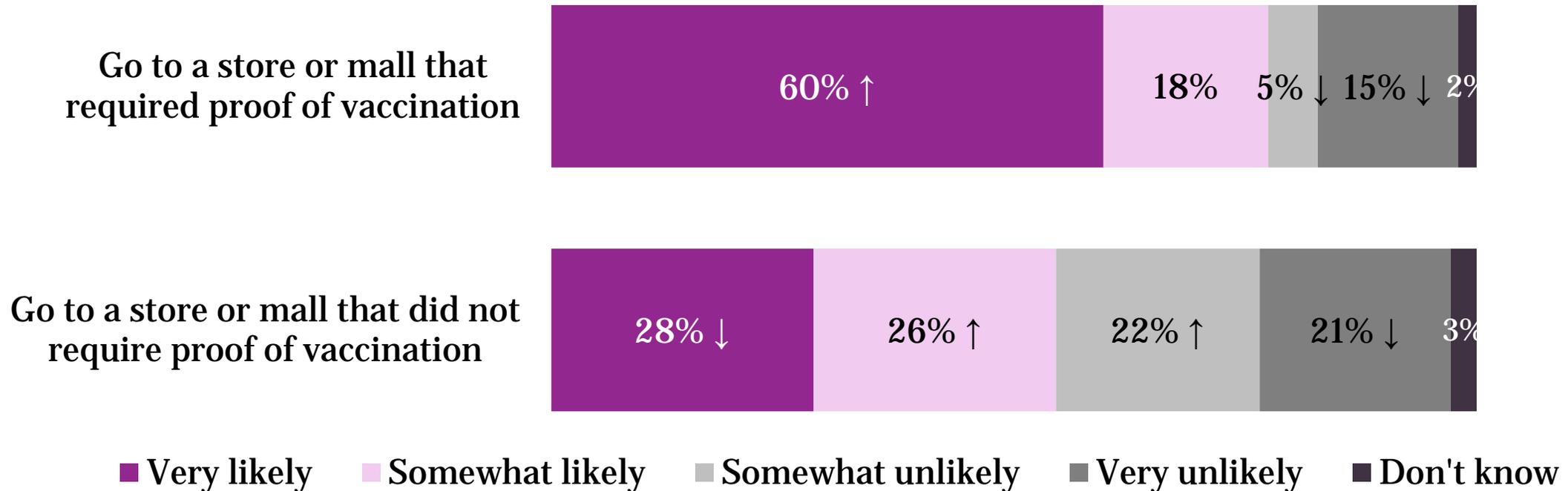
Under a new policy announced this week, federal government employees must be vaccinated within the next month or placed on unpaid leave if they are not – regardless of whether they work remotely or on-site – unless they have a medical exemption. Do you agree or disagree with this policy?



Retail Shopping Requirements

Somewhat more would stop shopping at a location if there wasn't a vaccine requirement than would stop doing so if there was.

- *15% very unlikely to keep doing so if vaccination required*
- *21% very unlikely to keep doing so if it was NOT required*



Now, how likely are you to do the following?



Job Requirements

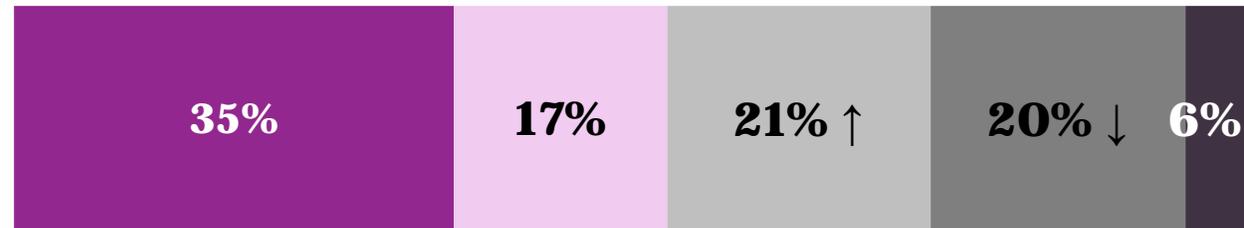
Only half of working Canadians would be likely stay at their job without a vaccine mandate.

- *Many would need reassurance about other safety factors.*
- *20% would need much more to be convinced – i.e. they are very unlikely to stay without one.*

Fewer would leave their job because of a vaccination requirement to enter the workplace.

- *8% be very likely to leave*

Stay at a job in a workplace that did not require proof of vaccination of all employees



Leave your job because of a requirement to provide proof of vaccination to enter the workplace



Very likely
 Somewhat likely
 Somewhat unlikely
 Very unlikely
 Don't know

Now, how likely are you to do the following?

Asked of FT & PT employed only n=477



Conclusions

- Many citizens expect employers to implement mandates – to stop the spread & protect workers.
 - Especially if there is a nexus to public/consumers.
 - Yet also for industrial settings if remote work is not an option.
 - Less concern if remote work is an option – i.e. the public is divided on whether to follow the Gov. of Canada.

- Majority support makes policy making seem easy, but employers must manage ALL employees.
 - Opinion will vary depending on profile of employees, settings, compensation/benefits/pensions.
 - Looking at the national data...
 - Those with concerns:
 - As many as 1 in 4 workers likely to raise strong concern.
 - Need to manage communications & application with roughly half – incl. soft supporters & opponents.
 - 1 in 10 would seriously consider employment elsewhere.
 - Those in favour:
 - A majority of workers support most mandates.
 - Roughly half may demand testing/remote work for non-vacc'd & some would consider leaving without it.
 - Most support mandates that incl. unpaid leave when remote work is not an option.
 - Yet almost all who do support mandates that incl. regular testing as a consequence instead.



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