****

**Economic Development and Jobs**

800 Portage Avenue, Winnipeg MB R3B 3P4

**T** 1-866-626-4862 **Email:** [HealthyHire@gov.mb.ca](mailto:HealthyHire@gov.mb.ca)

|  |
| --- |
| **Healthy Hire Manitoba Program**  **Employee Declaration and Consent Form** |

**Employee name (please print) : [ Fillable WORD field here ]**

**Employer : [ Fillable WORD field here ]**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Health Canada advises that getting fully vaccinated once eligible is the best way to protect against COVID-19.

**Healthy Hire Manitoba Program:**

Under the Healthy Hire Manitoba Program, local employers can apply for up to $50,000 in provincial funding support to help cover the wages of new employees. Eligible employers will receive a grant equivalent to 50 per cent of wages for employees hired on or after June 10, 2021. Employers can only apply for eligible employees who can attest they have been vaccinated, intend to be vaccinated or are unable to be vaccinated.

In addition, eligible employers under the Healthy Hire Manitoba Program are required to support public health protocols in the workplace, including providing new hires with public health vaccine information.

**IMPORTANT NOTICE: Completing this form is not a condition of employment. Employers do not have the right to require you to complete this form prior to confirming your employment. This form is voluntary and employers cannot terminate your employment as a result of you not completing the form.**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

The following attestation does not require employees to specify their vaccination status and you **must not** disclose this information by underlining, circling or marking in any way your current status.

I certify (declare) that:

* I have read and understand the public COVID-19 vaccine educational information that has been provided to me by my employer.
* I have received an approved COVID-19 vaccination, or I intend to receive an approved COVID-19 vaccination, or I am unable to receive a COVID-19 vaccination.

I understand that my employer will be using the information in this declaration for its application for a Healthy Hire grant as part of the Manitoba government’s Healthy Hire Manitoba Program. I understand that my employer will hold and securely store this information for a minimal duration only as required for this Manitoba government program.

I understand that my employer will also be providing my social insurance number, a copy of my work permit (if applicable) and wage information as part of their application to the Manitoba government’s Healthy Hire Manitoba Program. The information will be used solely to determine and verify the eligibility and entitlement for funding for the employer under the Healthy Hire Manitoba Program and will not be used or communicated for any other purpose. I understand that the Manitoba government will hold and securely store and destroy this information in accordance with all applicable legislation.

I consent to my employer disclosing to the Manitoba government that I signed this form solely for the purpose of administering the Healthy Hire Manitoba Program. Pursuant to *The Freedom of Information and Protection of Privacy Act*, the information collected shall only be used and disclosed as necessary for this purpose.

I hereby warrant that the information that I have provided is true, correct and complete.

|  |  |
| --- | --- |
| \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Signature | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Date |

**Frequently Asked Questions**

**Can my employer ask me to sign the attestation before they offer me employment?**

No. Employment must be finalized prior to asking the employee to sign the attestation. The requirements for this program are not a condition of employment. Furthermore, the Human Rights Code protects the rights of individuals to prevent discrimination against employment unless there is a bona fide and reasonable requirement or qualifications for the employment/occupation.

**When do I need to sign it? Do I have time to think about it?**

Yes, take some time to think about it and ask any questions you may have. Under the program I am required to provide the information no later than August 15, 2021. As such I’d appreciate your letting me know by August 10, 2021 at the latest.

**Do I need to update my employer if my status changes after signing the attestation?**

No. The attestation reflects employee status at a particular point in time and does not need to be updated.

**Can my employer terminate my employment if I don’t sign the attestation?**

No. The requirements of this program cannot be used as a condition of employment. As per the Human Rights Code, you cannot discriminate against an individual unless there is a bona fide and reasonable requirement or qualification for employment/occupation.

**Do I have to tell my employer my vaccination status?**

No. The attestation does not require employees to specify their vaccination status and employees should not disclose this information by underlining, circling or marking in any way on the attestation form. The program only requires that the employee sign the attestation.

**Will I ever have to prove if I am vaccinated or have a medical exemption?**

No. The program only requires that the employee sign the attestation.

**Can the government use my Social Insurance Number to look at any other government records about me?**

No, it can only be used by the government to determine if you meet the eligibility requirement for the Healthy Hire Program.

**Contacts**

**Manitoba Human Rights Commission**

The Manitoba Human Rights Commission is an independent agency of the Government of Manitoba and is responsible for administering **The Human Rights Code**, which protects the rights of individuals to prevent discrimination against employment.

**The Human Rights Code**sets out a detailed complaint process that enables any person who believes they have been discriminated against to file a complaint with the Commission.

**Manitoba Human Rights Commission**

750 – 175 Hargrave Street 341-340 Ninth Street

Winnipeg MB R3C 3R8 Brandon MB R7A 6C2

204-945-3007 204-726-6261

Toll Free: 1-888-884-8681

Email: [hrc@gov.mb.ca](mailto:hrc@gov.mb.ca)

[www.manitobahumanrights.ca](http://www.manitobahumanrights.ca)

**Manitoba Ombudsman**

Manitoba Ombudsman is an independent office of the Legislative Assembly of Manitoba and is not part of any government department or agency. The ombudsman conducts independent, impartial, and non-partisan investigations. The mission of the office is to promote and foster openness, transparency, fairness, accountability, and respect for privacy in the design and delivery of public services.

**The Freedom of Information and Protection of Privacy Act** provides that you have the right to make a privacy complaint to the Manitoba Ombudsman.

#### **Manitoba Ombudsman**

750 – 500 Portage Avenue

Winnipeg MB R3C 3X1

204-982-9130

1-800-665-0531

[www.ombudsman.mb.ca](http://www.ombudsman.mb.ca/)

**For more information or to answer any questions on the Healthy Hire Manitoba Program**

Phone: 1-866-626-4862

Email: [HealthyHire@gov.mb.ca](mailto:HealthyHire@gov.mb.ca)

Website: <https://manitoba.ca/covid19/programs/healthy-hire-mb.html>