



December 2, 2021

MR. ROCKY SIMPSON
MLA, HAY RIVER SOUTH

Oral Question 782-19(2): NTPC COVID-19 Vaccination Policy

This letter is in follow-up to Oral Questions raised on November 22, 2021. I committed to providing the number of employees at NTPC who will be placed on leave without pay if they are not in compliance with the Corporation's vaccination policy. It is important to note that NTPC has extended the deadline for compliance from November 30 to December 13. I also committed to providing details about discussions between employees and the employer about exceptions to the policy.

In order to provide a safe and healthy workplace and to ensure that employees are able to meet the expected requirements of their jobs, NTPC management has developed a vaccination policy that is specific for its circumstances. The plan to develop a vaccination policy was announced to all NTPC employees on October 15 and the policy itself was issued on October 22. The policy was revised on November 26 to reflect the new December 13 compliance date.

Since the policy was first announced, NTPC's Senior Leadership Team and Human Resources Division have been working with employees to ensure they understand the policy, their options and the possible consequences of non-compliance. NTPC has also shared and continues to discuss the policy with the Union of Northern Workers.

The vast majority of employees will either be fully or partially vaccinated by the deadline. Until the deadline has passed, NTPC does not want to speculate on the number of employees who are unlikely to comply with its vaccination policy.

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Vaccination requirements are fluid across Canada as employers adapt to changing circumstances. NTPC is committed to providing a safe and healthy workplace for its employees and will continue to take a responsible approach to achieving this goal.

Sincerely,



Diane Archie
Minister Responsible for the NWT
Power Corporation

- c. Clerk of the Legislative Assembly
Legislative Coordinator, Executive and Indigenous Affairs