

## COVID-19 vaccine reactions

In most cases, vaccination reactions are not work-related and do not need to be reported to WCB-Alberta.

### When will WCB accept a COVID-19 vaccination reaction?

If a worker has an adverse reaction to a COVID-19 vaccination, they are entitled to compensation when the immunization is a mandatory condition of employment.

*“When immunization is required for the prevention of a work-related disease or infection and as a result of a reaction to this **compulsory immunization** a worker experiences a loss of earnings, WCB will consider the reaction and its consequences to be compensable.”*

In all cases, we adjudicate work-relatedness and benefit entitlement based on the specific and unique circumstances of each case.

\*Policy 03-01, Part II, Application 3 Q4

### When will WCB not accept a COVID-19 vaccination reaction?

- When the vaccination is recommended but not a requirement of employment. Thus, the choice remains with the worker and there are no employment repercussions from this choice.
- When the employer offers an incentive or payment of the vaccination but the options still remains with the worker and there are no repercussions from this choice.

### Work related examples

- An extended care facility worker was advised by their employer that in order to continue providing direct care to patients, they will be required to get the COVID-19 vaccination. Vaccination is mandatory.
- A daycare worker was advised by their employer that in order to ensure their own protection and the safety of the children and community, they will be strictly enforcing a mandatory COVID-19 vaccination for all employees.

### Non-work related examples

- A health care worker is strongly encouraged by their employer to get the COVID-19 vaccine. The choice belongs to the worker.
- An employer offers an incentive to workers who get vaccinated in an effort to promote vaccinations for the safety of all staff and clients.

### If my employee chooses not to be vaccinated and they contract COVID-19 at work, will they still be covered?

Under these circumstances a claim for compensation will be adjudicated based on Policy 03-01: Part II – Occupational Disease.

When a worker contracts COVID-19 as a direct result of the duties of their employment, they are entitled to compensation if the following conditions are met:

- The nature of employment involves sufficient exposure to the source of infection, - and -
- The nature of employment creates a greater risk of exposure for the worker.

### If a worker chooses to be vaccinated and still contracts COVID-19 at work, are they eligible for WCB coverage?

The same approach as above applies.

For more information about COVID-19 and how it applies to work, please see the [worker](#) and [employer](#) fact sheets on our website at [www.wcb.ab.ca](http://www.wcb.ab.ca).

