

Navigating Government Employer Vax Status Requests/Mandates – **NOT LEGAL ADVICE**

1. Do **NOTHING** until you are approached directly. Stay under the radar until you are actively engaged.
2. Understand your union's position. Find this out immediately. If there has been an open statement from the union that refutes disclosing this information, then enlist their support. If you know that your union is towing the government line, again - stay quiet.
3. If you are forced into responding, take a non-combative position. The aim is to buy yourself as much time as possible. You are not per se refusing to disclose. You are looking for **INFORMED CONSENT** before making any decision. You want to frame your response in terms of a line of enquiry.
 - a. Ask if a **FULL PRIVACY IMPACT ASSESSMENT (PIA) HAS BEEN COMPLETED FOR THIS NEW REQUEST for SENSITIVE DATA.**
 - i. Note that even for AHS, the legislation does not support data capture beyond Rubella status. This is a change in data capture that requires an updated PIA.
 - b. Ask for a copy of the PIA if it has been completed so you can review it with the union and/or experts and legal counsel.
 - i. If not completed state that without it you cannot see how they can collect the data.
 - c. Ask where the data is stored (at all times, IN TRANSIT and AT REST - see articles below)
 - i. Most Alberta Government Bodies are working with Google in the US to store or transport data. This is against FOIP (no matter what your employer says). The original PIA's were flawed as was the Privacy Commissioner's approval at the time (and this has never been challenged).
 - d. Ask for how the data will be;
 - i. Collected
 - ii. Stored
 - iii. Accessed/Accessible (and by who - inside and outside the organization)
 - iv. Secured (encrypted – IN TRANSIT and AT REST).
 - v. Retained. A Retention Schedule must be in place before collecting and this schedule has to be 'reasonable' (with reasoning), not forever.
4. This is information that has implications outside of work and is Highly Sensitive Personally Identifiable Information (PII).

*All of the above is essential for you to make an **INFORMED DECISION** on releasing this new data.*
5. If the employer persists and you are backed into an untenable position, take holidays/go sick or a combination. Stress and anxiety are valid reasons to go sick.
6. Remember, you are not being forced to disclose this information. You may be forced to choose but you are not being held down and having your blood tested.
7. This is **YOUR LIFE** that is on the line. You may well have to make extraordinary sacrifices if you truly want to protect yourself and those you love.

Old but relevant for some context; In this area, I am a recognized International Expert in Cybersecurity and Privacy.

<https://www.linkedin.com/pulse/data-wherefore-art-thou-dave-dickson-1/>

<https://www.linkedin.com/pulse/sometimes-destination-more-important-than-journey-dave-dickson/>

We are doing everything in our power to address this and other overreaching mandates with our request for **FULL DISCLOSURE** that is being taken very seriously by the courts. It is incumbent on **EVERY INDIVIDUAL** to empower themselves through connections and coming to events like those we hold at the Alberta Legislature every Sat 1pm to find the courage and support needed to survive the coming storm.