



**Meeting Date:** September 6, 2023

**Submitted by:** Michael Di Lullo, CAO

**Report No:** CAO-28-2023

**Subject:** Rescind COVID-19 Vaccination Policy

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**Recommendation:**

THAT Report CAO-28-2023 re: Rescind Proof of COVID-19 Vaccination Policy be received;

AND THAT Middlesex Centre COVID-19 Vaccination Policy be rescinded effective September 6, 2023.

**Purpose:**

The purpose of this report is to advise that the COVID-19 Vaccination Policy that was implemented in October 2021 for Members of Council, Contractors, Consultants and Appointed Committee Members is hereby revoked.

**Background:**

The Municipality declared a State of Emergency on March 17, 2020 in line with the Province in response to the world-wide COVID-19 pandemic.

In response to the international pandemic and following the advice by the other orders of Government and the local Middlesex London Health Unit (Health Unit), a vaccine policy applicable to staff was enacted for the protection of staff and residents.

The Municipality, as an employer, has an obligation under the Occupational Health and Safety Act, 1990 to take all necessary precautions to protect its employees. Public Health officials indicated that vaccination against COVID-19 is the most effective public health measure to reduce the spread of COVID-19, offering a high level of protection against COVID-19 and related variants which are still existent today.

A similar policy respecting Members of Council, Contractors, Consultants and Appointed Committee Members was also adopted at this time via Resolution 2021-279.

**Analysis:**

Middlesex Centre remains committed to providing a safe working environment and taking every precaution reasonable in the circumstances for the protection of our employees, volunteers, contractors, elected officials, and members of the public. This policy was effective for the purposes of ensuring that staff could perform their work in a safe environment.

Following guidance from other orders of Government and the local Health Unit, and in the case of the Council vaccination policy, consultation with the Head of Council, the Municipality is rescinding the vaccination policies, effective September 6, 2023. Aligned with this recommendation, the Chief Administrative Officer is also revoking the Vaccination Policy for municipal staff, effective September 6, 2023.

**Financial Implications:**

N/A

**Strategic Plan:**

This matter aligns with following strategic priorities:

- Responsive Municipal Government

COVID-19 continues to have many impacts in our community. The Municipality of Middlesex Centre is committed to taking actions to protect the health and safety of its employees and residents and will review advice by the local Health Unit, Ministry of Health and World Health Organization should a future pandemic arise where immediate action is required.

**Attachments:**

N/A