



Meeting Date: October 13, 2021

Submitted by: M. Di Lullo, CAO

Report No: CAO-25-2021

Subject: Proof of COVID-19 Vaccination Policy

Recommendation:

THAT Report CAO-25-2021 re: Proof of COVID-19 Vaccination Policy be received;

AND THAT the Policy appended to Report CAO-25-2021 be adopted.

Purpose:

The purpose of this report is to present a policy surrounding proof of vaccination for contractors, patrons and members of council which compliments the policy that has been administered for municipal staff.

Background:

Since COVID-19 first emerged as an international pandemic, the Municipality has responded effectively and immediately using guided principles set out in the Strategic Plan and in accordance with public health measures.

Since March 2020, we have acted in a responsive manner to implement decisions for the safety and sustainability of the community while ensuring the health and safety of employees and residents. This has been a priority through every stage of the COVID-19 response.

Throughout all operations, health and safety precautions have been incorporated, including efforts that allow for health screening upon entry of municipal facilities, appropriate personal protective equipment, physical distancing, frequent hand washing and hand sanitizing, and frequent sanitization of high touch areas.

Throughout the pandemic, as health guidance has changed, all efforts have been made to ensure that municipal practices and procedures are aligned with these changes, taking every precaution to prevent the spread of COVID-19.

On September 17, 2021, an administrative policy was administered to municipal staff that mandates proof of COVID-19 vaccination or accommodations for those that are medically exempt. This policy was implemented to protect staff and provide a safe working environment as we continue to provide front-facing services to the public.

The purpose of this report is to expand the scope of this policy and make it applicable to:

- Contractors or consultants who represent or perform work for the municipality;
- Appointed committee members who form part of advisory committees; and,
- Members of Council.

Analysis:

In response to evolving data around the transmissibility of the Delta variant, increasing COVID-19 cases both locally and provincially, and the most effective means of preventing the spread of COVID-19, Middlesex Centre is establishing a Proof of COVID-19 Vaccination Administrative Policy.

This Policy has been developed in phases first applying to municipal staff and now expanding to contractors, consultants, committee members, and municipal council.

The introduction of this Administrative Policy is a continuation of the municipality's ongoing commitment to maintaining the health and safety of its employees and the community that we serve, as well as a further measure to reduce the spread of COVID-19 in the workplace. 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 indicate 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.

In addition to all other health and safety precautions that have been introduced and will continue to maintain (Personal Protective Equipment, physical distancing, frequent hand washing and hand sanitizing, frequent sanitization of high touch areas, etc.), the Proof of COVID-19 Vaccination Policy will require all active Middlesex Centre employees, staff, staff of contractors and consultants acting on behalf of the Corporation and performing work in municipal facilities and buildings, volunteers, interns and students, Members of Council to either:

- a) Provide proof of full vaccination against COVID-19; or

b) Provide written documentation of the medical reason(s) as exemption prior to entering into a municipal facility/performing work on behalf of the municipality along with proof of a Covid-19 test at least 48 hours prior to entering into a municipal facility/performing work on behalf of the municipality.

The difference in guidelines for staff in comparison to others in this scope is that staff who are medically exempt are required to take bi-weekly antigen testing (based on job / shift).

For all other individuals identified in the scope, proof of a negative antigen test is required at least 48 hours prior to attending / entering into a municipal facility or performing work for the municipality at a dedicated job site.

This Policy will be in place for an undefined period of time, as long as the risks and impacts of the COVID-19 pandemic are present. It will be reviewed on a regular basis and amended if required as information and data regarding COVID-19 evolves and informed by the advice of Public Health.

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. The Proof of COVID-19 Vaccination Policy is the next step in the municipality's ongoing commitment to maintaining the health and safety of its employees and the community, as well as a further measure to reduce to spread of COVID-19 in the workplace and in our community>

Attachments:

Appendix – COVID-19 Proof of Vaccination Policy