



THE CORPORATION OF THE TOWN OF AMHERSTBURG

OFFICE OF THE CORPORATE SERVICES

MISSION STATEMENT: *Committed to delivering cost-effective and efficient services for the residents of the Town of Amherstburg with a view to improve and enhance their quality of life.*

Author's Name: Donna King	Report Date: July 14, 2022
Author's Phone: 519 736 0012 ext. 2242	Date to Council: July 25, 2022
Author's E-mail: dking@amherstburg.ca	Resolution #:

To: Mayor and Members of Town Council

Subject: Policy Amendments – Vaccination Policy

1. **RECOMMENDATION:**

It is recommended that:

1. The **Vaccination Policy BE AMENDED** as recommended in the report from the Manager, Human Resources dated July 5, 2022.

2. **BACKGROUND:**

The Town adopted the current Vaccination Policy on September 16, 2021 with a subsequent revision adopted on November 16, 2022. Since the revision of November 16, 2022, Council approved (May 24, 2022) the employer to engage in discussions with the Union to return 4 (four) unionized employees placed on unpaid leave of absence due to non-compliance with that policy. Since that time, a Settlement has been reached returning the employees to their former roles effective June 27, 2022.

In addition to the change in circumstances referred to above, there are a number of relevant conditions that support the proposed policy amendments including the lifting of the Province's Emergency Order, the full progression of Ontario's Reopening Plan and the corresponding lifting of Mask Mandates.

2. **DISCUSSION:**

Policy amendments referred to below reflect the circumstances as outlined above and will bring the Town into better alignment with current state as well as in a position to address any future pandemic related public health measures that may be required in the future.

Vaccination Policy: The recommended changes are indicated in the updated draft policy attached to this report.

In summary the significant changes are as follows:

- Reference to Covid-19 as the exclusive pandemic related disease has been expanded in cases to include the potential for other future pandemic related diseases to be addressed as part of this policy.
- Exclusive description and categorization of vaccination levels (requirement and declaration status) has been removed and replaced with language to address any state as recommended by the Chief Medical Officer of Health.
- Reference to contractor requirement for vaccination has been struck from the policy.
- Definition Section has been updated to reflect current state conditions.
- Testing results has been updated to align with current Ontario Screening Requirements of Covid-19.
- Corporate Accommodations section has been updated to include legacy statement regarding exceptions to the policy for the four (4) Town employees returning from unpaid leave of absence for non-compliance to the earlier versions of the policy.

4. RISK ANALYSIS:

Approval of the policy amendments as recommended in this report addresses the labour issue that has since been resolved by the Settlement referred to above, brings current policy and practice into alignment with the province's recommendations as well as ensures the employer has options to implement should a future pandemic related disease require re-implementation of more stringent measures. The Town will further be in a place to facilitate improved understanding of the Town's policies for Town employees and ensure that the authority, roles and responsibilities under those policies are clearly defined.

Other Town procedures including the Infectious Disease Reporting during a Pandemic Procedure will require review once approval of the proposed changes in the Vaccination Policy has been obtained to ensure they are consistent with the above recommended adjustments. The Use of Face Coverings or Masks within Enclosed Public Spaces By-law (No.: 2020-046) was repealed effective March 28, 2022. Related to the repeal of the By-law, the policy only remains in force and effect until such time as the Municipality is advised by the Medical Officer of Health that the use of Face Coverings is no longer required, rendering this it as redundant.

5. FINANCIAL MATTERS:

The financial impact to the Town has been contained within the parameters of Council's direction to staff on May 24, 2022. Details of the Minutes of Settlement are retained within the Town's records should that information be required to share.

6. CONSULTATIONS:

Tracy, Prince, Director Corporate Services and Chief Financial Officer
Valerie Critchley, Chief Administrative Officer

7. CONCLUSION:

The policy amendments outlined in this report will bring the Town into alignment with existing practices, are consistent with policy/practices in other local municipalities and the province and are thereby recommended for approval.

A handwritten signature in black ink, appearing to read 'Donna King', written over a horizontal line.

Donna King
Manager, Human Resources

Report Approval Details

Document Title:	Council Report- Policy Amendments - Vaccination Policy (July 14 2022) Final Draft (002).docx
Attachments:	- Vaccination Policy June 17 2022_red lined.docx
Final Approval Date:	Jul 20, 2022

This report and all of its attachments were approved and signed as outlined below:



Valerie Critchley

No Signature - Task assigned to Tammy Fowkes was completed by assistant Kevin Fox

Tammy Fowkes