



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

**Report Number:** CS 21-29

Department: Corporate Services Department

Submitted by: Michelle Smibert, Director of Corporate Services

Meeting Type: Council Meeting

Meeting Date: Monday, October 25, 2021

## **RECOMMENDATION**

THAT the attached COVID-19 Workplace Vaccination Policy be adopted.

## **BACKGROUND**

At the October 12, 2021 meeting of Tillsonburg Town Council, the following resolution was passed:

Resolution # 2021-428

Moved By: Councillor Esseltine

Seconded By: Councillor Luciani

THAT the Town of Tillsonburg adopt a Proof of Vaccination Policy for Staff, Council Members, Committee Members, Contractors, Consultants and Students;

AND further that the County of Oxford's recently approved Workplace Vaccination Policy be adapted to serve as the Proof of Vaccination Policy for the Town of Tillsonburg requiring that:

- All active town staff, committee members, contractors, consultants, students and volunteers provide required proof of vaccination status against Covid-19, or
- As an alternative to vaccination in the short term, complete mandatory education and undertake regular antigen testing providing proof of a negative result prior to attending any Town of Tillsonburg at work location, and

· That proof of Covid 19 vaccination be a condition of employment for all new employees;

All of this in a manner that complies with applicable privacy and human rights legislation;

And that staff are directed to report back to Council regarding vaccination data.

## **DISCUSSION**

The attached policy is essentially the Oxford County policy with a couple of exceptions:

- Section 5 “Obtaining a Test” has been changed to reflect Zorra Township’s policy as the Town does not have the resources to do testing on-site.
- Section 11 “Exceptions” has been changed slightly to reflect the fact that Fire and Emergency Services may have additional mandates or directives. We deleted the reference to Long Term Care and Paramedic Services as was noted in the County policy.

If this policy is adopted, then staff will work on the procedure behind the policy for the implementation.

## **CONSULTATION**

County of Oxford, Zorra Township, Health and Safety Officer, CAO

## **FINANCIAL IMPACT/FUNDING SOURCE**

As testing will be at the cost of the individual, there should be little financial impact other than the staff time to implement this policy.

## **CORPORATE GOALS**

How does this report support the corporate goals identified in the Community Strategic Plan?

- ☐ Lifestyle and amenities
- ☐ Customer service, communication and engagement
- ☐ Business attraction, retention and expansion
- ☐ Community growth
- ☐ Connectivity and transportation
- ☒ Not Applicable

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Does this report relate to a specific strategic direction or project identified in the Community Strategic Plan? Please indicate section number and/or any priority projects identified in the plan.

**ATTACHMENTS**

Appendix A – Draft COVID-19 Workplace Vaccination Policy