

# Municipality of Lakeshore – Report to Council

## Strategic & Legal Affairs

### Civic Affairs



**To:** Mayor & Members of Council

**From:** Kristen Newman, Corporate Leader – Strategic & Legal Affairs

**Date:** November 2, 2021

**Subject:** Council Member COVID-19 Vaccination Policy

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### Recommendation

Direct the Clerk to read By-law 104-2021 adopting Council Policy – Council Member COVID-19 Vaccination Policy, as presented at the November 9, 2021 Council meeting.

### Background

At the October 26, 2021 meeting, Administration presented a report to Council regarding a Mandatory Employee Vaccination Policy. In addition to approving the policy for Employees, Council directed the following resolution #352-10-2021:

Direct Administration to bring a COVID-19 Vaccination Policy for Council Members to the November 9, 2021 Council meeting, with the same requirements for vaccination as found in the COVID-19 Vaccination Policy for Employees.

### Comments

Further to the report to Council on October 26, 2021 regarding the COVID-19 Vaccination Policy for Employees, according to WECHU, being fully vaccinated is the best protection for people to avoid becoming sick to the point of requiring ventilation and or dying. Council has indicated its desire to show leadership in this regard.

For the Municipality of Lakeshore, Administration developed the following:

- 1) A vaccination policy for employees and By-law 83-2021 for all staff as presented to Council on October 26, 2021;
- 2) A vaccination policy for contractors to be presented to Council on November 23, 2021 under separate report; and,
- 3) A vaccination policy for Members of Council as presented to Council on November 9, 2021 in this report.

The Council Member COVID-19 Vaccination Policy includes provisions for exemptions based on the respective prohibitive grounds listed in the Human Rights Code. Council Members will have until end of day January 3, 2022 to become fully vaccinated, be approved for an exemption or participate in testing.

The vaccination policy for Council Members differs from the Employee Policy because Council Members the usual approach to non-compliance with a policy does not neatly apply to Council Members. As such, the Council Member COVID-19 Vaccination Policy includes a provision which makes compliance with the policy subject to the *Code of Conduct* and, as such, the consequences for lack of compliance with the *Code*.

The Council Member COVID-19 Vaccination Policy shall also apply to Committee Members. Committee Members are subject to the *Code of Conduct* as well.

### **Financial Impacts**

The financial impact to the Municipality of Lakeshore will include paying for the rapid antigen testing twice per week for the Council Member who has an approved exemption. The cost is expected to be approximately \$40 per test. Council Members that are not fully vaccinated and that do not qualify for an exemption will be required to pay for their own testing.

### **Report Approval Details**

Document Title:	Council Member COVID-19 Vaccination Policy for the Municipality of Lakeshore.docx
Attachments:	
Final Approval Date:	Nov 4, 2021

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

Kristen Newman

Justin Rousseau

Truper McBride