

# Municipality of Lakeshore – Report to Council

## Strategic & Legal Affairs

### Workforce Development



**To:** Mayor & Members of Council

**From:** Lisa Granger, Division Leader – Workforce Development

**Date:** January 13, 2022

**Subject:** Revisions to Mandatory COVID-19 Vaccination Policy for Employees

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### Recommendation

Direct the Clerk to read By-law 9-2022 adopting the revised Council Policy – Employee COVID-19 Vaccination Policy, as presented at the January 18, 2022 Council meeting.

### Background

In the Council Meeting on September 28, 2021, Council directed Administration to revise the policy as follows:

318-09-2021

Direct Administration to revise draft Council Policy - Employee COVID-19 Vaccination Policy, as presented at the September 28, 2021 Council meeting, to include a two-test requirement for employees that are not vaccinated.

In the Council Meeting of October 26, 2021, Council approved revisions to the policy which included testing options to align with the direction from Council in Council Meeting on September 28, 2021.

### Comments

Administration developed and rolled out procedures maintaining Council's intent of implementing a vaccination/rapid antigen testing program. Changes to the vaccination regime (widespread recommendation of boosters), as well as significant administrative planning and supply chain disruptions have resulted in a greater need for flexibility in terms of the administration of the policy.

The procedures were released to all staff on December 17, 2021 with the requirement for Employees to have:

- A first dose by February 11, 2022;

- A second dose by April 1, 2022; and,
- A booster within 4 weeks after the booster becomes available and the Employee is eligible to receive the booster.

These procedures introduced a longer time period to achieve full vaccination in order to ensure that the Employees have the necessary amount of time to understand the procedures and the time to comply.

At the time of writing this report, 32% of the workforce have reported receiving the first 2 vaccine doses and 16% have reported receiving the booster. There is 1% of the workforce who have reported they intend to pursue rapid antigen testing. There is still 47% of the workforce who remain undeclared at this time.

The revisions proposed are attached as Appendix A. The revisions include replacing the deadline of January 4, 2022 with being Fully Vaccinated (or participating in rapid antigen testing) in accordance with the COVID-19 Vaccination and Rapid Antigen Testing Procedures. The reasons for this change involve:

- To ensure employees have sufficient time to get fully vaccinated;
- To ensure consistency between the policy and procedure;
- To ensure that the Municipality can respond to the continuous changes associated with Provincially regulated restrictions for COVID;
- To ensure that employees can respond to the continuous changes associated with what constitutes “Full Vaccination”; and,
- To enable Administration to continue to respond to public health authority recommendations while maintaining the policy set out by Council to promote full vaccination or participate in rapid antigen testing twice per week.

Accordingly, Administration is recommending Council approve the revised Council policy as attached in Appendix A by adopting Bylaw 9-2022.

## **Financial Impacts**

There are no financial impacts specific to the revisions described.

## **Attachments**

Appendix A: Red-line version of revised Council Policy on Mandatory COVID-19 Vaccinations for Employees.

## Report Approval Details

Document Title:	Revisions to Mandatory COVID19 Vaccination for Employees .docx
Attachments:	- Appendix A COVID19VaccinationPolicy for Employees - redline.pdf
Final Approval Date:	Jan 14, 2022

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

Kristen Newman

Justin Rousseau

Truper McBride