

**Township of Southgate**  
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## **Staff Report HR2021-027**

**Title of Report:** HR2021-027 Policy 90 (Temporary) COVID19 Vaccination Policy for Contractors  
**Department:** Human Resources  
**Council Date:** October 20, 2021

### **Recommendation:**

**Be it resolved that** Council receive Staff Report HR2021-027 for information; and

**That** Council approve Policy #90 (Temporary) COVID-19 Vaccination Policy for Contractors as presented; and

**That** Council consider approval of the Policy #90 (Temporary) COVID-19 Vaccination for Contractors by Municipal By-Law 2021-157.

### **Background:**

The health and safety of Township of Southgate employees and our community is a priority. The Township of Southgate is committed to taking every precaution reasonable in the circumstances for the protection of the health and safety of workers from the hazard of COVID-19. Vaccination is a key element in the protection of Township employees and the public against the hazard of COVID-19. This Policy is designed to protect the public and Township staff working with Township Contractors to ensure they send fully vaccinated individuals to any worksite to provide services or work under a Township contract(s).

### **Staff Comments:**

The purpose of the COVID-19 Vaccination Policy for Contractors is to outline the Township's expectations with regards to COVID-19 immunization of Contractors. It is crucial as a municipality that we maintain the highest level of employee health and safety, continuity of the public services we provide, minimize the possibility of service interruptions and ensure the public's confidence during direct customer service contacts, that Contractors working with the Township are protected by double vaccinations, in addition to the COVID-19 protocols we have in place.

This policy is meant as a temporary policy to be in place during the COVID-19 pandemic and will be reviewed on an ongoing basis as part of our COVID-19 risk mitigation strategy. The policy can be found as an attachment to By-Law 2021-157 following this report.

**Financial Implications:**

There are no financial implications of this report.

**Communications & Community Action Plan Impact:**

This report has been written and presented to Council to communicate accurate information to the public.

**Concluding Comments:**

1. That Council receive this report as information.
2. That Council approve Policy #90 (Temporary) COVID-19 Vaccination Policy for Contractors as presented.
3. That Council consider approving Policy #90 by Municipal By-Law 2021-157.

Respectfully Submitted,

**HR Coordinator:** *Original Signed By*

Kayla Best, HR Coordinator/Assistant to the CAO

**CAO Approval:** *Original Signed By*

Dave Milliner, CAO

Attachments:

None.