



## **Staff Report HR2022-009**

**Title of Report:** HR2022-009 COVID19 Updates and Vaccination Policies

**Department:** Human Resources

**Council Date:** March 16, 2022

**Recommendation:**

**Be it resolved that** Council receive staff report HR2022-009 for information; and

**That** Council approve revoking Policy 87: COVID-19 Vaccination Policy and Municipal By-law 2021-148; and

**That** Council approve revoking Policy 90: COVID-19 Vaccination Policy for Contractors and Municipal By-Law 2021-157.

**Background:**

On August 24, 2021, the Ontario government filed a regulation I. Reg 577/21 amending the Rules for Areas at Step 3 and at the Roadmap Exit Step with respect to the establishment and implementation of vaccination policies by businesses or organizations. The Medical Officer of Health and Chief Executive Officer of the Grey Bruce Health Unit highly recommended all businesses in Grey-Bruce to create and implement a COVID-19 Vaccination Policy at that time.

At the October 6, 2021 Council Meeting the following resolution was passed as amended:

**Moved By** Deputy Mayor Milne **Seconded By** Councillor Frew

**Be it resolved that** Council receive staff report CAO2021-065 as information; and

**That** Council approve Southgate Policy #87 COVID-19 Vaccination Policy as amended to remove all reference to Council's review of the vaccination policy decisions; and

**That** Council receive the Southgate COVID-19 Rapid Antigen Testing Protocol as presented as a temporary Standard Operating Procedure during the pandemic conditions as a supporting document to the Southgate COVID-19 Vaccination Policy; and

**That** Council consider approving the amended Southgate COVID-19 Vaccination Policy at the October 6, 2021 meeting by Municipal By-law 2021-148.

Carried No 2021-550

At the October 20, 2021 Council Meeting the following resolution was passed:

**Moved By** Councillor Rice **Seconded By** Councillor Frew

**Be it resolved that** Council received 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.

Carried No 2021-589

**Staff Comments:**

On February 25, 2022 Dr. Ian Arra, Medical Officer of Health & Chief Executive Officer with the Grey Bruce Public Health Unit sent a memo stating that non-high risk settings should continue to encourage and support vaccinations, but that he no longer recommends that all workplaces universally have a vaccination policy at this time. This memo can be found as Attachment #1.

Staff have reviewed the policies related to COVID-19 Vaccination and the advice of Dr. Ian Arra. It is staff's recommendation that Policy #87 and Policy #90 be revoked.

The Township will remain under the declared Emergency condition and operating protocols to safely manage the internal COVID infection risks we have experienced in the last 30 days. These protocols will be maintained under the Occupational Health and Safety Act, as well as the Emergency Management and Civil Protection Act. Staff will continue to take the following steps to ensure the Health and Safety of all staff and continuity of our services during winter operations:

- Continue Health & Safety protocol measures including regular cleaning, screening of staff (active or passive), masks and physical distancing.
- Our present employee cohort system where staff will continue to work in cohorts in order to limit potential spread of COVID-19 and maintain customer service and winter operations services.
- Regularly monitor and update all health and safety protocols in relation to COVID-19.

In consultation with the Municipal Emergency Control Group and in accordance with the Emergency Management and Civil Protection Act, the Township of Southgate will be keeping the Declaration of Emergency in place at this time. This will be reviewed regularly and staff anticipate this could be lifted within the next 30 days.

**Financial Implications:**

There are no financial implications associated with 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. Council receive this report as information.
2. Council approve revoking Policy #87 COVID-19 Vaccination Policy and associated Municipal By-Law.
3. Council approve revoking Policy #90 (Temporary) COVID-19 Vaccination Policy for Contractors and associated Municipal By-Law.

Respectfully Submitted,

**HR Approval:** *Original Signed By*  
Kayla Best, HR Coordinator

**CAO Approval:** *Original Signed By*  
Dave Milliner, CAO

**Attachments:**

Attachment #1: February 25, 2022 Memo from Dr. Ian Arra Re: Modified Recommendations on Workplace COVID-19 Vaccination Policies.