



Staff Report

Report To: Council Meeting
From: Magda Badura, CAO/Treasurer
Date: 2021-10-14
Subject: COVID-19 Vaccination Verification Policy

Recommendation:

That West Elgin Council hereby receives the report from M. Badura, CAO/Treasurer re: COVID-19 Vaccination Verification Policy; and

That West Elgin hereby adopts the COVID-19 Vaccination Verification Policy as attached.

Purpose:

The purpose of this report is to provide Council with information on adopting the COVID-19 Vaccination Verification Policy.

Background:

Since COVID-19 first emerged locally in March of 2020, the Municipality of West Elgin has maintained an ongoing commitment to take action to protect the health and safety of staff and residents. Throughout the pandemic the guidance and regulations have changed frequently, and all efforts have been made to ensure municipal operations pivoted to keep up with these changes in order to keep staff and residents healthy.

Circumstances are once again altering with the emergence of the highly transmissible Delta variant and the most effective way of preventing the spread of COVID-19 has been found to be vaccination, staff are recommending that Council adopt a vaccination verification policy.

On September 14, 2021, the County of Elgin adopted a similar vaccination verification policy. The Township of Southwold, Central Elgin have all since adopted similar policies and Malahide and Dutton-Dunwich are bringing the policy this week. West Elgin has chosen to make no changes to the policy of the County of Elgin.

On September 20, 2021 Southwestern Public Health Medical Officer of Health, Dr. Joyce Locke also issued a letter to all employers and business operators in Elgin, Oxford Counties and City of St Thomas recommending the adoption of a workplace vaccination policy that ensures the safety of volunteers, on-site contractors and other personnel. A copy of this letter is attached to this report.

On October 4, 2021 an email was sent to all staff, including volunteer firefighters, requesting they voluntarily disclose their vaccination status in order to determine how many staff may be required to do testing due to their vaccination status. Below is a chart of the voluntary responses:

Administration Staff (FT & PT)

Total of 26 responses out of 26 staff

Fully Vaccinated	23
Partially Vaccinated	0
Not Vaccinated	2
Declined to disclose	1

Fire Department

Total of 35 responses out of 38 Firefighters

Fully Vaccinated	30
Partially Vaccinated	2
Not Vaccinated	0
Declined to disclose	3

** note this was a voluntary disclosure where staff were not requested to provide names due to lack of policy, therefore there is no way to determine if a person responded more than once.

This policy will be in place for an undetermined period of time, as long as the risks and impacts of COVID-19 pandemic are present. This policy will be reviewed on a regular basis and amended if needed as information and data regarding the pandemic evolves and informed by the County of Elgin and Public Health.

This Policy will come into force on November 1, 2021 and all disclosures are to be made no later than November 8, 2021 to provide staff time to be educated on the policy and be given the opportunity to get the vaccine for those who were hesitant prior. An online secured form has been set up where Staff, Firefighters and Councillors can submit their documentation and/or vaccination status to the CAO directly, and confidentially.

Staff will each receive a copy of this policy once adopted and will be provided the link to submit their vaccination status and proof as of November 1, 2021. Staff will also be provided with information on the educational sessions once this information has been obtained from the County of Elgin.

Financial Implications:

N/A

Policies/Legislation:

N/A