



MUNICIPALITY OF **West Elgin**

Staff Report

Report To: Council Meeting
From: Magda Badura, CAO/Treasurer
Date: 2022-01-13
Subject: COVID-19 Vaccination Policy Update

Recommendation:

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

That West Elgin Council approves the amendments to HR 2.35 COVID-19 Vaccination Verification Policy as attached.

Purpose:

The purpose of this report is to provide Council with an updated policy reflecting changes made by Elgin County Council as a result of the changes to testing and access to rapid tests.

Background:

West Elgin Council approved the Vaccination Verification Policy at the October 14, 2021 meeting, with an enforcement date of November 1, 2021. This policy does not mandate vaccination, rather it mandates disclosure of vaccination status and testing for those who are not fully vaccinated.

Pursuant to the Vaccine Verification Policy:

- mandatory rapid testing is required three (3) times per week with 48 hours between testing, as well as completion of an education program. These conditions are required to occur outside of working hours, at the expense of the employee.
- Employees who fail to comply with this policy will be subject to progressive disciplinary action up to and including termination.

To date, the Municipality has been able to provide rapid antigen tests for employees who required testing under the policy. With the mass distribution of rapid antigen tests across the province, the Municipality's ability to procure rapid antigen tests in bulk for staff is limited. In the event the Municipality is unable to provide rapid antigen tests, it is the responsibility of the employee (excluding employees receiving accommodation) to obtain rapid antigen tests at their expense.

It is recommended that Council consider an amendment to the policy to include the provision (indicated in the attached policy in red text), in line with the County of Elgin's amendments.