



Subject: Vaccination Policy Review

Department: Corporate Services

Division: Human Resources

Report #: CPS-2023-006

Meeting Date: 2023-01-09

Recommendations

That report CPS-2023-006 regarding vaccination policy review be received; and

That council suspend the COVID-19 Vaccination Policy for participating individuals and the COVID-19 Vaccination Policy for Members of Council, Local Boards and Committees effective January 10, 2023.

Background and Analysis

Council at its meeting held on September 27, 2021, adopted a COVID-19 Vaccination Policy for Members of Council, Local Boards and Committees. Subsequently, Council at its meeting held on October 15, 2021, endorsed the COVID-19 Vaccination Policy for participating individuals. Participating individuals include employees, volunteers, students and all businesses/entities including their employees, contractors and other representatives who have in-person interactions operating at Town facilities.

When the vaccination policies were passed, it was decided by Council that the policies would be revisited as appropriate to review if the policies were still necessary. The intention, at the time of passing the policies, was to enforce the policies only for the duration necessary to protect employees, Councillors, and the public against COVID-19, based on public health guidance.

Council at its meeting held on April 25, 2022, directed staff to report back in January 2023 on the COVID-19 Vaccination policies.

Below are the options that may be taken:

Option 1 – Suspend the Vaccination Policies

Suspend the policies, reserving the right to reinstate the policies based on any new government and/or public health directives.

Staff's recommendation is based on the following:

- The policies have achieved what was intended at the time, to provide a safe work environment for all employees, volunteers, elected officials, contractors and members of the public.
- It allows the Town to quickly facilitate reinstatement of the policy should any new government and/or public health directives be issued
- It reduces the challenge the Town is facing securing contractors for procurement related activities. For example, contractors are facing difficulty finding the various tradespeople who are vaccinated in accordance with the Town's policy.

Should Council decide to suspend these policies, there would be no need to introduce an infectious disease policy.

Option 2 – Revoke the Vaccination Policies

Revoke the policies. The policies would no longer be in effect. Should the Town be requested to adopt any new government and/or public health directive a new policy would have to be prepared and adopted.

Option 3 – Continue to Enforce the Policies

Continue to enforce the policies which requires a participating individual to be immunized with a two-dose COVID-19 vaccine series.

Option 4 – Amend the Policies

Amend the policies to reflect current government and/or public health guidance. Such amendments would include requiring a booster(s).

For Council's information, attached as Schedule A to this report is a list outlining the action taken by various municipalities on their respective vaccination policies to date.

Next Steps

Should the policies be suspended, staff will report back to Council upon any new government and/or public health directives, which may prompt a reinstatement (amendment) of the policies.

Strategic Alignment

Orangeville Forward – Strategic Plan

Priority Area: N/A

Objective: N/A

Sustainable Neighbourhood Action Plan

Theme: N/A

Strategy: N/A

Notice Provisions

None

Financial Impact

None

Respectfully submitted

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Attachment(s): 1. Status of Vaccination Policies in Various Municipalities