



The Corporation of the Town of Tecumseh

Chief Administrative Officer

To: Mayor and Members of Council

From: Margaret Misek-Evans, Chief Administrative Officer

Date to Council: September 8, 2021

Report Number: CAO- 2021-13

Subject: Policy 110: Town of Tecumseh Mandatory Vaccination Policy

Recommendations

It is recommended:

That Report No. CAO-2021-13, Policy 110: Town of Tecumseh Mandatory Vaccination Policy **be received.**

And that Council **approve** Policy 110: Town of Tecumseh Mandatory Vaccination Policy, with immediate effect.

Background

The Town of Tecumseh is committed to providing a safe working environment for our staff and members of the public we serve. The Town has a legislated obligation and responsibility to take every reasonable precaution to provide a safe environment for its staff and the public. With the onset of a fourth wave of the COVID-19 pandemic, there is growing concern of greater transmissibility of the virus, leading to illness, loss of life and economic and social hardships. This wave is known to particularly attack the unvaccinated. The numbers are stark and the message is clear in that vaccines are effective in protecting individuals and communities from the acute risk of COVID-19.

With the new Policy 110 (Attachment 1), the Town joins a growing number of municipalities and broader public sector employers in using available means to protect its staff and members of the public. A mandatory vaccination policy sends a clear message that we are making every effort to ensure the health and safety of the workplace.

Comments

The attached policy is modelled after and closely follows the policy recently adopted by the County of Essex. It applies to employees, members of Council, Council-appointed Committees, contractors and others who frequent Town facilities for business purposes. It stops short of visitors and clients, however, we will soon have the additional tool of a Vaccine Passport issued by the Province of Ontario to assist with additional coverage, such as the users of Town sports facilities, for example. Such will be the subject of further reports.

As time is of the essence in fighting back this wave of the pandemic, Administration in consultation with the County, developed the mandatory policy attached to this report. The timelines are aggressive and seek to ensure immediate action to secure full vaccination status of as many as possible. In accordance with continuing public health guidance, full vaccination status will not alleviate the other safety measures (physical distancing, masks, hand-washing, etc.) that are already in place. The Town will continue with these measures and remain current with public health guidance.

We are grateful to those who have already rolled up their sleeves and been vaccinated in an effort to keep themselves, their families and co-workers and the broader community safe from COVID-19. Staff communications regarding this policy will be undertaken immediately.

Consultations

Human Resources
County of Essex Policy
Municipality of Leamington Policy

Financial Implications

There are no financial implications associated with this report.

Link to Strategic Priorities

Applicable	2019-22 Strategic Priorities
<input type="checkbox"/>	Make the Town of Tecumseh an even better place to live, work and invest through a shared vision for our residents and newcomers.
<input type="checkbox"/>	Ensure that Tecumseh's current and future growth is built upon the principles of sustainability and strategic decision-making.
<input checked="" type="checkbox"/>	Integrate the principles of health and wellness into all of Tecumseh's plans and priorities.
<input type="checkbox"/>	Steward the Town's "continuous improvement" approach to municipal service delivery to residents and businesses.
<input type="checkbox"/>	Demonstrate the Town's leadership role in the community by promoting good governance and community engagement, by bringing together organizations serving the Town and the region to pursue common goals.

Communications

Not applicable ☒

Website ☐

Social Media ☐

News Release ☐

Local Newspaper ☐

This report has been reviewed by Senior Administration as indicated below and recommended for submission by the Chief Administrative Officer.

Prepared by:

Margaret Misek-Evans, MCIP, RPP
Chief Administrative Officer

Recommended by:

Margaret Misek-Evans, MCIP, RPP
Chief Administrative Officer

Attachment Number	Attachment Name
1	Policy 110: Town of Tecumseh Mandatory Vaccination Policy