

For Immediate Release

Tuesday, September 7, 2021

Council Breaks Ground for New 10-Court Pickleball Court

Today in Lacasse park, members of Council broke ground to officially start the construction of a new 10-court outdoor pickleball facility in Lacasse Park.

“We are excited to see construction begin for this much anticipated facility,” said Gary McNamara, Mayor of Tecumseh. “The sport of pickleball continues to grow in our community and this facility will allow for more players to access courts.”

In December 2020, Council approved the construction of a new 10-court outdoor pickleball facility as part of the Parks Five Year Capital Project budget. The \$755,000 investment includes the construction of playing surface for 10 courts, drainage, fencing, walkway, and accessory building.

“The Parks and Recreation Department has worked closely with our local pickleball players and recognized the need for additional courts,” said Paul Anthony, Director Parks and Recreation. “The new 10-court complex will provide for the ever-increasing growth of the sport, as well as providing our community the opportunity to host large tournaments.”

The Tecumseh Pickleball Association (TPA), a local volunteer organization, has advocated for the sport of pickleball and has organized competitive and recreational play, fun competitions, clinics and lessons for players of all ages and skill levels. The TPA has collaborated with the Town with the commitment to raise \$150,000 for this project. Those wishing to support the TPA’s fundraising goal may do so at www.tecumsehpickleball.ca.

“Our mission is to facilitate the growth of Pickleball in Tecumseh for the enjoyment, health and social engagement of all players,” said Malinda Hebert, Tecumseh Pickleball Association President. “Fitness and fun is our primary goal, and these new courts will allow us to introduce this great sport to more individuals”.

Tecumseh Parks and Recreation offers seasonal memberships that allows access to the outdoor courts. TPA offers a year long membership with access to the outdoor courts plus 2 indoor courts at the Royal Canadian Legion #261 in Tecumseh. Front Construction Industries Inc. has begun construction and it is expected to be completed by October 2021 and will be open for use in spring 2022.

Information on this and all Town of Tecumseh news and events is available at www.tecumseh.ca, Twitter (@TownofTecumseh), and Facebook (www.facebook.com/townoftecumseh).

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Media Contact

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519-735-4756 Ext. 423



For Immediate Release

Wednesday, September 8, 2021

Tecumseh Optimist Park Washrooms Closed Due to Vandalism

As a result of ongoing damage and vandalism, the washroom facilities located within Optimist Park at 13731 St. Gregory's St., Tecumseh are closed for the remainder of the season.

"It is unfortunate that the behaviour of a few has resulted in this decision," said Gary McNamara, Mayor of the Town of Tecumseh. "This has been an ongoing issue throughout this season and we have no choice but to close the facility."

Damage to the washroom facilities have been extensive and have included broken doors, setting fires to trashcans, tearing off soap dispensers and baby changing stations, soffits and roof damage, damage to downspout and eaves troughs, and purposely clogging toilets. The Tecumseh Parks and Recreation Department will be working to repair the damage prior to the 2022 season. Images of some of the damage is attached below.

"We have experienced an increase of damage and vandalism to our park washroom facilities both at Optimist Park and Lakewood Park this summer," said Paul Anthony, Director of Parks and Recreation. "The damage to the Optimist Park washroom this weekend is significant and will take time to repair."

The Parks and Recreation Department is working with the OPP and reviewing security video in an effort to locate the individuals responsible for the damages. Anyone with information is asked to contact the OPP at 1-888-319-1122 or report anonymously by calling Crime Stoppers at 1-800-222-TIPS (8477).

For the remainder of the season, portable toilets will be available to service the park and tennis court users. The washrooms will reopen in spring 2022.

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Acting Manager Facilities
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For Immediate Release
Friday, September 10, 2021

2022 Business Plan and Budget

Tecumseh Council approved the 2022 Business Plan and Budget Timetable at its regular meeting on July 27, 2021. The budget timetable includes a period for public input and comment, which starts September 16 and ends October 6, 2021.

During this period, a budget survey will be posted on the Town's [website](#) and a printed version can be picked up at Town Hall. Residents are encouraged to use the survey to submit questions and provide comments about the 2022 Budget. They can also submit their questions and feedback via Town's [Facebook](#) and [Twitter](#) pages.

A preview of the proposed budget, the 2022 Pre-Budget Council Consultation, will be presented to Tecumseh Council at its regular meeting Tuesday, September 14, 2021. This is an opportunity for council to provide additional guidance before a draft budget is produced.

The Draft 2022 Budget will be received by Council at its regular meeting on November 9, 2021. Councillors will deliberate and review the draft budget later that month on dates yet to be determined.

The Draft 2022 Budget will be available on the Town's website as of November 10, 2021. Questions or inquiries about the Draft 2022 Budget can be directed to the following at 519-735-2184:

Tom Kitsos, Director Financial Services & Chief Financial Officer, Ext. 125
tkitsos@tecumseh.ca; or

Zora Visekruna, Deputy Treasurer & Tax Collector, Ext. 118
zvisekruna@tecumseh.ca

Tecumseh Council is scheduled to approve the finalized 2022 Budget at its regular meeting on December 14, 2021.

For more information about Council meetings, or to be scheduled as a delegation, please contact:

Laura Moy, Director Corporate Services & Clerk, Ext. 116
lmoy@tecumseh.ca; or

Jennifer Alexander, Deputy Clerk & Manager Legislative Services, Ext. 139
jalexander@tecumseh.ca



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Program Contact

Tom Kitsos

Director Financial Services & Chief Financial Officer

519-735-2184 Ext 125



For Immediate Release
Tuesday, September 14, 2021

Council Connect: Highlights from the Sept. 14, 2021 meetings of Council

Tecumseh Town Council met electronically this evening and here are the highlights:

Public Council Meetings

5074 North Talbot Road: Council held a meeting to hear public comments on a rezoning application by the owner of the 1.09-hectare (2.7-acre) property abutting Weston Park in Oldcastle. The application is to rezone it from agricultural (A-33) to hamlet residential (RH) to allow for the creation of a residential lot and construction of a single-unit dwelling. There is currently one dwelling on the property. The Committee of Adjustment in June approved separating the lot on which the second dwelling would be built from the rest of the property. A condition of the severance is that both pieces of land be rezoned as hamlet residential.

12305 County Road 34: Council held a meeting to hear public comment on an application to rezone the 0.57-hectare (1.4-acre) property in Maidstone from hamlet residential (RH) zone to a site-specific hamlet residential (RH-6) zone to allow for the construction of an additional residence.

1441 Shawnee Road: Council held a meeting to hear public comments on an application to rezone the property, which is currently zoned residential 2 (R2). The Committee of Adjustment in May approved the owner's application to sever 613 square metres (6,600 square feet) to create a new residential lot on the condition that both the new lot and the remaining lot be rezoned. There is a single-unit dwelling on the remaining 610-square-metre (6564 square feet) lot. The owner is applying to rezone the lot with the existing dwelling to a site-specific residential 2 (R2-26) zone and the new lot to a site-specific residential 3 (R3-20) zone.

Regular Meeting of Council

Council Given Preview of Proposed 2022 Budget: Council was given a preview of the 2022 budget and an opportunity to provide additional guidance before a more detailed draft budget is prepared. The preview presented by Tom Kitsos, Tecumseh's Director of Financial Services and Chief Financial Officer, projects a 3.55-per-cent levy increase. The draft 2022 budget will be presented to council on Nov. 9 and posted on the town's website the next day. Before that, the public will have a chance to provide input from Sept. 16 to Oct. 6 by filling in a budget survey on the town's website or completing a printed form available at town hall.

Rail Safety Week Supported: At the request of CN Rail, council voted to support Rail Safety Week, which is being held Sept. 20-26 to raise awareness of the dangers of ignoring safety warnings at level crossings and trespassing on rail property.



Virtual Symposium Approved: Council authorized council members and the mayor to attend a virtual Local Authority Services symposium on risk management and climate change at a cost of \$275 each, subject to the 2021 budget and compliance with the town's travel and professional development policies.

National Day for Truth and Reconciliation Recognized: Council passed a resolution committing to recognize Sept. 30 as the National Day for Truth and Reconciliation (National Orange Shirt Day) by sharing the stories of residential school survivors, their families, and communities.

Town Contributing Prizes to WEVaxToWin Campaign: Council approved contributing prizes to a contest spearheaded by the City of Windsor and County of Essex that is open to residents who are fully vaccinated against COVID-19. Tecumseh is offering up a one-year bus pass, two marriage licences with civil services, dog tags, a home fire safety package, a fire station tour and fire truck ride for a family of up to five people, a backwater valve that will be installed for free, and a \$200 parks and recreation programs gift card. The Tecumseh prizes will be targeted to fully vaccinated Tecumseh residents.

Call for 2021 Award Nominations: The town is calling for nominations for the Dr. Henri Breault Community Excellence Award, Donny Massender Memorial Volunteer Award, the Senior of the Year Award and the Youth of the Year Award. The awards are given out annually. Council will hold a special meeting Nov. 23 at 6 p.m. to consider the nominations.

Call for Advisory and Statutory Committee 2022 Applications: Council authorized advertising for applicants to fill vacancies on the Heritage Committee and the Tecumseh Business Improvement Area board. Applications will be considered at a special meeting of council on Nov. 23 at 6 p.m.

Noise By-law Amended: Council voted to amend the town's noise by-law to comply with provincial legislation aimed at helping main street businesses recover. The changes exempt retail businesses, restaurants (including cafes and bars), hotels and motels, and goods distribution facilities from the by-law section that prohibits noise from loading, unloading, packing, unpacking and other handling of materials between 9 p.m. and 6 a.m.

2020 Budget Surpluses Redeployed: Council voted to transfer the bulk of its 2020 budget rate-supported surplus of \$1,738,061 to covering current COVID-19 costs and bolstering its infrastructure reserve fund. A rate-supported surplus of \$411,940 for water and wastewater operations will be put into reserve funds to stabilize rates charged for those services. Tecumseh operated under a local state of emergency due to COVID-19 and flooding for most of 2020. Both continue to have an impact on the town's finances.

Tecumseh's 2020 Investment Returns Modest: The town earned 1.95 per cent on short-term, 4.54 per cent on medium-term and 4.21 per cent on long-term investments in 2020, according to a report to council. The long-term investments are for the Essex Power Corporation. Some of those investments are being shifted to equity markets with the aim of improving returns because they will not be needed for years. All the investments were made in accordance with the town's investment goals and policies.

Municipal Modernization Funding Agreements Approved: Council authorized the mayor and clerk to sign agreements for Municipal Modernization Program grants the town successfully applied to receive from the province. The funding includes \$80,000 for a digital strategy, and business continuity and disaster recovery plan review, as well as \$40,000 for a payroll system review and \$47,000 to study shared economic development opportunities and services with Lakeshore.

Screening Process at Tecumseh Recreation Complex Approved: Council has approved a process that will require everyone entering the Tecumseh Recreation Complex and Arena to show proof they are fully vaccinated against COVID-19 and answer health screening questions. As of Sept. 22, the province is making it mandatory for Ontarians to be fully vaccinated and provide proof of vaccination along with photo ID to access certain non-essential services that are in public settings. Those under the age of 18 are exempt from providing proof of vaccination to enter sports and recreation facilities to take part in organized sports.

Tecumseh Transit Service Ridership Remains Low: The number of riders using the Tecumseh Transit Service increased slightly in April, May and June compared to 2020, but remains well below pre-pandemic levels, according to a report to council. In the first six months of 2021, the average daily ridership ranged from 25 in January to 28 in March. No fares have been charged since March 2020 due to the COVID-19 emergency. The loss of revenue is expected to be offset by provincial grant funding. The town is also working on launching an on-demand transit pilot program in December.

Town to Participate in Program to Create Affordable Housing: Council confirmed Tecumseh will participate in the Ontario Priorities Housing Initiatives and that affordable rental housing created with funding from the program will be taxed at the same rate as single residential properties. Confirming the lower tax rate is one of the requirements of the program Tecumseh must meet to be considered as a location. The rental housing component of the program can fund up to 75 per cent of the pro-rated share of capital costs of affordable units through a 20-year forgivable loan. The City of Windsor Housing and Children's Services department delivers affordable housing programs for the region and can be contacted by interested development firms and agencies for more information.

Bike Promotion Funding for 2022 Approved: Council agreed to set aside \$2,550 in its 2022 budget to pay for half the cost of a one-week bike camp, as well as a bike rodeo, fun glow ride and valet service for the town's 100th anniversary celebration, and a bike valet service for Labour Day weekend fireworks. It is applying to the County Wide Active Transportation System (CWATS) Implementation Committee to cover half the cost. A plan to apply for CWATS funding in 2022 to build a multi-use trail along Manning Road from County Road 22 to Jamsyl Drive has been scrapped because the revamped plan for the interim road improvements make it unlikely the East Townline Drain will be covered. The drain would need to be covered to provide enough room for the trail.

Extension of Approval for Business Subdivision Approved: A numbered company proposing to create five business park lots on the northeast corner of County Road 46 and Concession 8 has received a three-year extension of its draft plan of subdivision. Council is recommending the County of Essex also extend its approval

for 1061160 Ontario Inc.'s plan, which was to expire Dec. 3. The owner has informed the town that the COVID-19 pandemic resulted in unforeseen delays to the project on the 29-hectare (71.6-acre) property, which also contains a woodlot. The proposed subdivision includes a buffer around the woodlot and a storm water management facility.

Funding Agreement for Trail Along Riverside Drive Approved: Council has authorized administration to proceed with an agreement to accept up to \$750,000 in federal funding to build a 2.4 to 2.7-metre wide asphalt, multi-use trail along the south side of Riverside Drive between the Tecumseh-Windsor border and Manning Road. The Community Revitalization Fund grant was announced on Aug. 13. Council previously approved going ahead with the detailed design and construction of the multi-use trail, which it is estimated will cost \$1.2 million.

Next Regular Meeting: The next regular meeting of council is Sept. 28. The meeting is scheduled to be held electronically. The agenda and livestream will be available on the town's website.

Follow the Town of Tecumseh on Twitter (@TownofTecumseh) and Facebook (www.facebook.com/townoftecumseh) to find out about news and events.

For Immediate Release

Tuesday, September 21, 2021

Tecumseh Arena Vaccination Requirements

The Town of Tecumseh will require proof of Full COVID-19 vaccination as well as valid ID prior to entering the Tecumseh Recreation Complex and Arena starting Wednesday, September 22, 2021, in addition to undertaking the Town's COVID-19 screening requirements.

In order to avoid confusion for the public and staff, individuals 12 and older, must be fully vaccinated, including all coaches, volunteers and officials to enter the Complex.

The only exemptions at this time are as follows:

1. Individuals under the age of 18 entering the Complex for the sole purpose of participating in a scheduled organized sport / activity.
2. Medical Exemptions:
 - a. An individual who provide a written document, completed and supplied by a physician or registered nurse in the extended class, that sets out, in accordance with the Ministry's guidance mentioned in subsection (4),
 - i. A documented medical reason for not being fully vaccinated against COVID-19, and
 - ii. The effective time-period for the medical reason

"To simplify the screening process for our staff, we ask our visitors to ensure that they have completed the COVID-19 health screening at www.TecumsehArenaScreening.ca and have their proof of vaccination with photo ID ready upon entering the facility," said Paul Anthony, Director of Parks and Recreation. "We thank the public in advance for their patience and understanding as we implement these new screening measures."

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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

The Corporation of the Town of Tecumseh

Policy Manual

Policy Number:	110
Effective Date:	September 8, 2021
Supersedes:	None
Approval:	Click or tap here to enter text.
Subject:	COVID-19 Vaccination Policy

1.0 Purpose

- 1.1 The Corporation of the Town of Tecumseh is committed to providing a safe working environment for our staff and members of the public we serve.
- 1.2 The Corporation has a legislated obligation and responsibility to take every precaution reasonable in the circumstances to provide a safe work environment for its staff and to provide a safe environment to members of the public who access municipal facilities to obtain services.
- 1.3 It is therefore critical that the Corporation and its staff take any and all reasonable precautions to protect against the transmission and reduce the severity of the illnesses associated with COVID-19.
- 1.4 Receiving the recommended and approved COVID-19 vaccinations (double vaccination or full vaccination) as soon as possible and any further recommended booster vaccinations, will help continue to protect our staff, the public and our families by reducing transmission and the severity of the illnesses associated with COVID-19.
- 1.5 The purpose of the COVID-19 Vaccination Policy (the "Policy") is to confirm the expectations and requirements of the staff with respect to COVID-19 and vaccination. This policy will be amended from time to time to ensure it is current with the Ministry of Health and Public Health Unit guidance on vaccinations and boosters for COVID-19.

2.0 Scope

- 2.1 This Policy applies to all Corporation employees, contractors, students, volunteers, elected and appointed members of Town Council and Council-appointed Boards and Committees and any other individuals employed, contracted or engaged to provide service in any capacity to the Corporation.
- 2.2 For the purposes of this Policy, all of those referenced in the foregoing Section 2.1 shall be referred to collectively as the "Staff".
- 2.3 This Policy does not apply to customers or clients who utilize the services of the Corporation or its tenants.
- 2.4 This Policy applies equally to all departments, including the Tecumseh Fire & Rescue Service which may have additional requirements imposed by law and with which the Corporation must be compliant. Specific direction or guidance documents may be developed and posted for this department. Affected staff must familiarize themselves with any department specific direction or guidance.

3.0 Definitions

CAO: the Chief Administrative Officer of the Corporation or his or her delegate.

Corporation: The Corporation of the Town of Tecumseh

Council: the Council of the Corporation

COVID-19: the infectious disease caused by a newly discovered coronavirus known as SARS-CoV-2 virus.

COVID-19 Vaccine: a vaccine used to prevent COVID-19 disease caused by the SARS-CoV-2 virus.

COVID-19 Assessment Centre: a facility, designated by the Province of Ontario, capable of providing COVID-19 testing to members of the public.

Education Program: an educational session approved by the Covered Organization (hospitals, local health unit and EMS) about the benefits of COVID-19 vaccination prior to declining vaccination for any reason other than a medical reason.

Employees: means an employee of the Corporation, including but not limited to those who are employed pursuant to a contract, casual and seasonal,

part-time employees; co-op students and volunteers and “Employed” shall have a corresponding meaning.

Municipal Facility: includes the following municipal facilities:

- Town Hall – 917 Lesperance Road
- Public Works & Water Building – 1189 Lacasse Boulevard
- Parks Building – 300 Manning Road
- Tecumseh Arena – 12021 McNorton Road
- Fire Station No 1 – 985 Lesperance Road
- Fire Station No 2 – 5585 Walker Road

Rapid Antigen Test: means an antigen test which detects protein fragments specific to the Coronavirus.

Unvaccinated: (of a person) not inoculated with a vaccine to provide immunity against a disease.

Vaccinated or fully vaccinated: to be fully treated with a vaccine approved for use in Canada or by the World Health Organization to produce immunity against COVID-19 or such meaning as provided by the Ontario Ministry of Health, and “Vaccination” shall have a corresponding meaning

Vaccination Due Date: the 5th day of November, 2021.

Workplace: means any municipal facility, land, premises, location or thing at, upon, in or near which the Employee works, but does not include an Employee’s home.

4.0 Mandatory Vaccination Policy

- 4.1 The Corporation is committed to ensuring a safe return of all staff to the workplace. In so doing, it will require all staff to be fully vaccinated against COVID-19, as recommended by the Ministry of Health and Ontario’s Chief Medical Officer of Health (CMOH). Full vaccination will be required of all staff in accordance with this policy, regardless of how often they are currently attending at the workplace, or how much time they spend there.
- 4.2 All employees will be asked to declare their vaccination status by selecting one of the five categories listed below.

Declaration of status, change of status and proof of vaccination can be submitted to the confidential email hr@tecumseh.ca. Your personal documentation on vaccination can be retrieved from the Ministry of Health.

Employees who do not complete their declaration by 4:30 p.m. on September 15, 2021 will not be permitted to attend work on September 16, 2021.

Category	Requirements
1. They are fully vaccinated as defined by the <u>Ministry of Health</u> .	<ul style="list-style-type: none"> • Written proof of full vaccination from the Ministry of Health to be provided at time of declaration no later than 4:30 p.m. on September 15, 2021.
2. They have or will receive their first dose no later than September 10, 2021 and will be fully vaccinated no later than November 5, 2021 .	<ul style="list-style-type: none"> • Written proof of first dose of vaccination from the Ministry of Health to be provided at time of declaration and by or on September 10, 2021. • Completion of regular COVID Rapid Antigen Testing twice per week until full vaccination is reached. • Written proof of full vaccination from the Ministry of Health to be provided by November 5, 2021
3. They are unable to be vaccinated for medical reasons.	<ul style="list-style-type: none"> • After completion of declaration, written proof of the medical reason, to be provided by either a physician or nurse practitioner, that sets out the details below, by September 15, 2021 to hr@tecumseh.ca. <ol style="list-style-type: none"> 1. That the staff member cannot be vaccinated against COVID-19 and; 2. The effective time period for the medical restriction and date by which the restriction will be removed. • Completion of the Educational Program required. • Completion of COVID Rapid Antigen Testing twice per week. • If the medical reason is time-limited, within thirty (30) days of expiry, proof of vaccination must be provided or

Category	Requirements
	further proof of medical reason is required. If an extension or proof of vaccination is not received, the staff member will be considered unvaccinated in accordance with Option 5.
4. They are requesting accommodation under the <i>Ontario Human Rights Code</i> (OHRC) for a legitimate and demonstrable religious exemption.	<ul style="list-style-type: none"> • After completion of the declaration, a written request must be provided to hr@tecumseh.ca no later than September 15, 2021 with their legitimate and demonstrable religious objection. • Completion of the Educational Program required. • Completion of COVID Rapid Antigen Testing twice per week.
5. They elect not to be vaccinated , and are without a medical reason or OHRC accommodation and understand they will be off work without pay effective September 16, 2021.	<ul style="list-style-type: none"> • Completion of the Educational Program required. • The staff member is off without pay and subject to potential discipline up to/including dismissal until full vaccination is reached, consistent with timelines in Option 2. • A change of vaccination status may be submitted using hr@tecumseh.ca.

4.3 Educational Program

All employees that select Options 3, 4 or 5 above will be required to complete an educational program approved by the Corporation, which will be consistent with the Ministry of Health recommendations. Attestation to the completion is required. This program may be completed during working hours.

This educational program will include the following:

How COVID-19 vaccines work	Vaccine safety related to the development of the COVID-19 vaccines
The benefits of vaccination against COVID-19	Risks of not being vaccinated against COVID-19
Possible side effects of COVID-19 vaccination	

4.4 Testing

After completion of the educational program, employees that select Options 3 or 4 will be required to participate in the COVID-19 Testing Program below and must at a minimum:

- Conduct twice weekly Rapid Antigen Testing and demonstrate a negative result. There must be a minimum of three days between testing.
- Provide verification of the above negative test result. Results can be provided to hr@tecumseh.ca.

Employees that still elect Option 5, will be considered non-compliant in accordance with Section 4.10 of the Policy.

4.5 Obtaining a Rapid Antigen Test

Employees will be required to obtain testing at their cost outside of working hours at credible testing locations, which can be found at [this site](#).

4.6 Testing Results

Asymptomatic	These antigen tests are meant for regular testing of asymptomatic staff only and to identify those who may be infectious and at risk of infecting others before coming on-site. The tests are also not to be used by anyone with symptoms or who has a known exposure to someone with COVID-19.
Symptomatic	Symptomatic and exposed individuals must follow current <u>COVID-19 WECHU guidelines</u> .
Positive Results	Staff who test positive must immediately contact their health practitioner and proceed to arrange a confirmatory diagnostic test at an approved Public Health assessment center. In addition, they must advise their assigned department supervisor and will need to self-isolate at home pending the result of the confirmatory test. All positive Rapid Antigen Tests results will be relayed to Windsor-Essex County Health Unit (WECHU). Staff who have a positive test will not be allowed to physically report to the workplace as per current guidelines and must follow the direction of WECHU in regards to isolation.

4.7 Change in Status

Any individual who initially selected option 3, 4 or 5 and later becomes fully vaccinated will be able to update their vaccination by reporting to hr@tecumseh.ca.

4.8 Members of Council, Council-Appointed Committees, Contractors, and others attending Corporation facilities and workplaces

Members of Council, Council-appointed Committees, Contractors and any other individuals to whom this Policy applies, who choose not to be fully vaccinated will not be allowed to physically access Corporation facilities and workplaces.

All of the above, including employees of Contractors, must ensure that they are fully vaccinated or meet the testing requirements set out herein prior to accessing Corporation facilities and workplaces. Individuals not compliant with this requirement will not be allowed to access Corporation facilities and workplaces.

4.9 Accommodations

Staff who can establish that they are restricted from being vaccinated for medical reasons, or that they have a legitimate and demonstrable religious objection to vaccination, will have their cases considered on an individual basis. After submission to Human Resources, their request will be reviewed to determine the applicability of an exemption and whether any additional information or documents are required to be provided.

4.10 Non-Compliance

Staff failing to follow this Policy and/or falsifying information may be subject to disciplinary action up to and including termination of employment. Contractors may be subject to having their contracts voided and being denied access to facilities and workplaces. Unvaccinated staff, who have not been accommodated under section 4.9 will, initially, be on unpaid leave of absences from their employment and are at risk of discontinuation of employment.

5.0 Confidentiality

5.1 Information relating to an individual's proof of vaccination and/or the reason(s) for not receiving a COVID-19 vaccination will remain in their confidential personnel file and will not be disclosed except as may be required for the purposes of ensuring the safety of the Corporation's staff, contractors and clients in the event of a COVID-19 outbreak, as may be required to ensure every precaution reasonable is taken to protect health and safety of Staff, or as otherwise may be required by law.

5.2 Statistical Data Collection

The Corporation will collect, maintain, and disclose to a Provincial Ministry or Public Health Authority if required, in aggregate form and in a manner set out by a Ministry or Public Health Authority, statistical information such as:

- the total number of individuals who have submitted proof as per the requirements above, broken down by which type of proof was provided and any staff cohorts requested; and
- any such similar aggregate data configuration requested.

6.0 Contact

Please contact your supervisor or a member of the Human Resources Team with any questions.

7.0 Corporate Accommodations

The Chief Administrative Officer maintains the right, based on business operating need, public safety and other relevant legal considerations, to make exceptions to the Policy on an individual and/or departmental basis.

8.0 Amendments and Compliance with Applicable Law

This Policy may be amended from time to time by the Corporation as it deems necessary or appropriate, as relevant circumstances change, and at all times will be applied in accordance with the Occupational Health and Safety Act, the Ontario Human Rights Code, all other applicable law and collective agreements.

9.0 References

1. https://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/2019_guidance.aspx
2. <https://www.ontario.ca/page/ministers-directive-long-term-care-home-covid-19-immunization-policy>
3. <https://www.ontario.ca/page/covid-19-long-term-care-home-surveillance-testing>
4. https://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/directives/directive_6_policy_resource.pdf

For Immediate Release

September 23, 2021

Call for Award Nominations and 2022 Committee Applications

The Town of Tecumseh is accepting nominations for the following awards:

Dr. Henri Breault Community Excellence Award
Donald "Donny" Massender Memorial Volunteer Award
Senior of the Year Award
Youth of the Year Award

"Our volunteers both on our committees and within the community do a great service for the people of our Town," said Mayor Gary McNamara. "We celebrate their outstanding work through our awards program but also acknowledge their contributions throughout the year. I encourage members of our community to consider volunteering on one of our committees and nominate someone they feel is deserving of recognition in our awards program."

Nominees for these awards must be residents of the Town of Tecumseh. No person shall receive an award posthumously.

Additionally, applications are being received from residents interested in serving on the following committees:

Heritage
Tecumseh Accessibility Advisory
Tecumseh Business Improvement Area (BIA)

Award nominations and committee applications are to be completed and submitted **online**, via the Town's website, no later than **Sunday, October 31, 2021**.

To learn more about the nomination and selection process for the awards, visit www.tecumseh.ca/awards. Further committee details can be found at www.tecumseh.ca/committees, or by contacting 519-735-2184 Ext 143 or 117.

Information on this and all Town of Tecumseh news and events is available at www.tecumseh.ca, Twitter (@TownofTecumseh), and Facebook (Town of Tecumseh).

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Media Contact:

Laura Moy

Director Corporate Services & Clerk

519-735-2184 Ext. 116

Program Contact:

Christina Hebert

Manager Committee & Community Services

519-735-2184 Ext. 143



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Laura Moy
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Christina Hebert
Manager Committee & Community Services
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For Immediate Release

Thursday, September 23, 2021

Tecumseh Fire Prevention Week – October 3-9, 2021

The Tecumseh Fire and Rescue Service is urging everyone to “Get loud!” and learn the sounds of fire safety during Fire Prevention Week, October 3-9.

By law, every home in Ontario must have a working smoke alarm on each storey and outside all sleeping areas. However, too often fatal fires occur in homes where there are no working smoke alarms.

Do you know what your smoke alarm is telling you when it beeps? Fire Chief Wade Bondy is challenging you to “Get loud!” and push the test button on your smoke and carbon monoxide alarms every month to learn the unique sounds the alarms make. The noise alarms make when they are tested is the same sound they will make in an emergency.

Replace the batteries if the alarm does not sound when the test button is pushed. Alarms that don't make a sound after new batteries are installed should be replaced. Testing your alarms is the only way to ensure they are working, and that you and your family can be alerted in the event of a fire.

Starting on October 1, Tecumseh Fire and Rescue Service hold virtual Fire Prevention Week events. Fire and life safety activities and challenges will be available on the [Town of Tecumseh website](#), [Twitter account](#) and [Facebook page](#).

Media Contact:

Wade Bondy
Fire Chief
519-979-4041

For Immediate Release
Tuesday, September 28, 2021

Holiday Hours for National Day for Truth and Reconciliation

The Government of Canada recently passed legislation marking September 30 as a day to recognize and commemorate the history and legacy of residential schools, fulfilling one of the Truth and Reconciliation Commission's calls to action.

The Town of Tecumseh will also recognize September 30 each year and will encourage staff to take the day to learn more about Canada's assimilation policies, including residential schools and the resulting inter-generational trauma caused to Indigenous Peoples.

On Thursday, September 30, all Town offices and Tecumseh Arena will be closed (except for scheduled rentals). Tecumseh Transit will run on its normal schedule and regular garbage collection will continue.

Additionally, in recognition of National Truth and Reconciliation, the Town's Parks and Recreation Department will tie 215 pieces of orange ribbon along the railings of the Lakewood Park north boardwalk. These ribbons represent Indigenous children who died while attending residential schools. Signs will be posted informing park visitors of the significance of the ribbons, which will remain tied to the railings over the weekend.

Media Contact:

Michelle Bonnici
Director of People and Culture
Phone: 519-735-2184, ext. 104



For Immediate Release
Tuesday, September 28, 2021

Council Connect: Highlights from the Sept. 28, 2021 meetings of Council

Tecumseh Town Council met electronically this evening and here are the highlights:

Court of Revision

Cyr Drain Assessment Variation: The Court of Revision postponed a meeting to hear from landowners along the Cyr Drain who wish to appeal their assessments. Landowners will be contacted with the future date and details of the reassessment of the drain. Council recently approved a reassessment of the drain, which is just east of Lesperance Road and runs parallel to it from Gouin Street to County Road 22. From there the drain runs east along County Road 22.

Regular Meeting of Council

Audited Financial Statements Presented: Chartered professional account Kevin Macchio, a manager with KPMG LLP, presented Council with an overview of the Town's audited financial statements. Tecumseh faces similar challenges to other government bodies relating to the COVID-19 pandemic, but the audit found no new risks to the Town's financial position.

Parks and Recreation Master Plan Review Presented: The maintenance of the Town's parks gets a thumbs up from 89 per cent of residents, according to surveys done by Bezaire Partners, the urban planning and landscape architecture company retained to produce a five-year review of Tecumseh's Strategic Master Plan for Parks and Recreation Services. Partner Paul Bezaire presented Council with an overview. It included the results of a community consultation during which 86 per cent said they were satisfied or very satisfied with Tecumseh's parks facilities. The completed review consists of four reports: a parks and trail inventory; the community consultation results; a review of the recommendations of the master plan, which was completed in 2010; and a plan for implementing outstanding recommendations and new ones in the five-year review. Council received the four consultant reports and has directed Town administration to prepare a summary report on the review findings and recommendations, which it will consider at a future meeting.

Conflict Navigation Training Approved: The Association of Municipalities of Ontario is providing online training for elected officials on how to navigate difficult relationships. Council approved spending \$200 per member to allow councillors and the mayor to take the training Nov. 9-10 if they wish.



Orange Shirt Day a Paid Holiday for Town Staff: The National Day for Truth and Reconciliation on Sept. 30 (also known as Orange Shirt Day) will be an annual paid holiday for Town staff, says a report to Council by Michelle Bonnici, Director of People and Culture. At its Sept. 14 meeting, Council passed a resolution that says Tecumseh commits to recognizing the National Day for Truth and Reconciliation “by sharing the stories of residential school survivors, their families, and communities.”

Local Government Week Activities Resuming: Essay and trivia contests, a scavenger hunt, and virtual tours of Town buildings are some of the activities Tecumseh is planning for Local Government Week. Council approved the plan and declared Oct. 18-22 Local Government Week in Tecumseh. The Town has participated in the annual initiative since 2008, but last year all events were cancelled due to the pandemic.

Zoning Amendment Sought for 165 Chene Street: Council will hold a public meeting Oct. 26, 2021, at 6:15 p.m. to consider a zoning amendment application by the owner of 165 Chene St. The Committee of Adjustment has approved a severance that will create two residential lots. A condition of the severance is that the zoning of both lots be amended. The property, situated north of Dillon Drive, currently has a single-unit residence and a building that until 2020 legally operated as an autobody repair shop. The proposed zoning amendment would remove an autobody repair shop from the commercial uses allowed.

Funding Sought for Five Flood Mitigation Projects: Tecumseh is applying for 2021 funding from the federal Disaster Mitigation and Adaptation Fund for five projects that would reduce the risk and impact of flooding due to storms and rising water levels. The projects would cost an estimated total of \$28.7 million, of which 40 per cent would be covered by the federal funding if the Town’s application is successful. Three of the projects involve installing new sanitary relief sewers: one on Riverside Drive; another along Green Valley Drive, St. Thomas Street and Dillon Drive; and a third along Lanoue Street and Lemire Street. The Town is also seeking funding for a stormwater collection basin at Buster Reaume Park and a storm sewer diversion to the park along Lanoue and Lemire.

Changes to Curtis Drain Improvements Approved: Council has approved amendments to the plan to make improvements to the Curtis Drain along Concession 5. The original plan called for the relocation of four Enbridge gas lines. Due to the cost, the design for the work, which includes culvert replacements and other improvements to the drain, was altered so that only one gas line will be moved. The estimated cost to the Town is \$17,500.

Watermain Corrosion Protection Tender Awarded: C.P. Systems has been awarded the contract to inspect and replace the anodes installed to reduce corrosion of the Town’s ductile and cast iron watermains. The company, which applied to do the work for \$230,200 plus HST, was the only bidder. C.P. Systems’ previous work for the Town was good and there are a limited number of contractors that perform the service, says a report to Council. Approximately 20 per cent of Tecumseh’s watermains are ductile and cast iron. The anodes, made of magnesium or zinc, are connected to the watermains at regular intervals with insulated copper wires and monitored at above-ground test stations.

Call to Make Broadband an Essential Service Supported: Council supported a motion by Essex Town Council calling on the province to declare broadband internet an essential service and support municipalities in ensuring residents have access to it.

Next Regular Meeting: The next regular meeting of Council is Oct. 12, 2021. The meeting is scheduled to be held electronically. The agenda and livestream will be available on the Town's website. Follow the Town of Tecumseh on Facebook and Twitter for news and the latest information.

