



## **The Corporation of the County of Prince Edward Mandatory COVID-19 Vaccination Policy**

### **1. Policy Statement**

- a) The Corporation of the County of Prince Edward (the County) is committed to promoting and maintaining health and safety of our employees, contract employees, students completing placements (hereinafter referred to as employees), Volunteer Firefighters (VFFs), and Members of Council from COVID-19.
- b) This policy recognizes that those who are unvaccinated or not fully vaccinated pose an increased risk of becoming seriously ill from COVID-19, with significant impact on human health and workplace continuity.

### **2. Purpose**

- a) The purpose of this policy is to:
  - reduce the spread of COVID-19 and the risk of infectious disease transmission for the protection of our employees, Members of Council, VFFs and individuals.
  - create a balanced approach to health, safety and wellness for those employees, VFFs and Members of Council who are able to be vaccinated, as well as for those employees, VFFs and Members of Council who are unable to be vaccinated due to medical reasons.
  - ensure no discrimination for those employees, VFFs and Members of Council who are unable to comply with this policy for valid medical reasons through active participation in the accommodation process.
  - maintain this vaccination policy for as long as may be permitted to support the health, safety and wellness of our employees, VFFs and Members of Council.
- b) This policy applies to all employees, contract employees, students completing work placements for the County, VFFs and Members of Council.

### 3. Legislative Authority

- a) Occupational Health and Safety Act and Regulations\_  
<https://www.ontario.ca/laws/statute/90o01> Part III Section 25 2(h)
- b) Municipal Freedom of Information and Protection of Privacy Act,  
<https://www.ontario.ca/laws/statute/90m56>
- c) First Responders Day Act, 2013, S.O. 2013, c.11

### 4. Definitions

- a) **COVID-19** as defined by the World Health Organization is an infectious disease caused by the SARS-CoV-2 virus. Most people infected with the virus will experience mild to moderate respiratory illness and recover without requiring special treatment. However, some will become seriously ill and require medical attention. Older people and those with underlying medical conditions like cardiovascular disease, diabetes, chronic respiratory disease, or cancer are more likely to develop serious illness. Anyone can get sick with COVID-19 and become seriously ill or die at any age. ([World Health Organization](#))
- b) Fully Vaccinated means an individual has received:
  - the full series of a COVID-19 vaccine authorized by Health Canada, or any combination of such vaccines; and
  - they received their final dose of the COVID-19 vaccine at least 14 days before providing the proof of being fully vaccinated.

### 5. General

- a) The County requires all employees and Members of Council to be Fully Vaccinated against COVID-19 by November 15, 2021 to mitigate the risks of COVID-19 supporting the health and safety of our workplace.
- b) Employees and Members of Council not yet Fully Vaccinated must receive one dose of the COVID-19 vaccine by October 4, 2021, and the second dose of the COVID-19 vaccine by October 31, 2021 to ensure compliance with this policy.
- c) Employees and Members of Council must disclose their vaccination status to the County in accordance with the established process by no later than November 15, 2021.
- d) Employees and Members of Council who, by November 15, 2021, disclose that they have not Fully Vaccinated and who can demonstrate a valid medical exemption to receiving the vaccine must provide written proof of their medical reason by a physician or a nurse practitioner.
- e) Employees and Members of Council who are not able to provide proof of being Fully Vaccinated will be required to provide proof of a negative COVID-19 test.

- f) Effective November 23, 2021, VFFs are required to provide proof of full vaccination, and in the absence of this proof, will be required to provide proof of a negative COVID-19 test, in the matter determined by the Fire Chief, or designate in consultation with the Human Resources & Organizational Development Department.
- g) Those employees that do not comply with this policy may be subject to progressive disciplinary measures.
- h) The County will maintain vaccination disclosure information, including documentation verifying receipt of a vaccination series, in accordance with privacy legislation. This information will only be used to the extent necessary for implementation of this policy, for administering health and safety protocols, and infection and prevention control measures in the workplace.

## **6. Responsibility and Implementation**

- a) Employees who are non-compliant with this policy may be subject to disciplinary action up to and including termination of employment.
- b) Volunteer firefighters are required to provide proof of full vaccination, and in the absence of this proof, will be required to submit to rapid antigen testing prior to attending any calls, meetings or indoor training activities.
- c) The Chief Administrative Officer (CAO) is responsible for
  - directing compliance with this policy;
  - establishing procedural guidelines in the application of the policy; and
  - making routine changes to the procedures, as required.
- d) The County will continue to closely monitor its COVID-19 risk mitigation strategy and the evolving public health information and context, to ensure that it continues to optimally protect the health and safety of employees, VFFs and Members of Council in the workplace and the public that they serve. To that end, Council is responsible for any unilateral changes that may be required in accordance with changes to federal or provincial legislation or as restrictions ease.
- e) Provincial and federal legislation supersedes this policy and in case of contradictions, legislation will be followed.

<b>Policy Group:</b>	Your Government and People
<b>Council Resolutions:</b>	Motion 2021-676 and Motion 2021-780
<b>Approval Date:</b>	Tuesday, September 28, 2021
<b>Date Revised:</b>	Monday, November 29, 2021