



**Date:** March 23, 2022  
**To:** Mayor and Council  
**Author:** Jennifer Galea, Manager of HR  
**RE:** Mandatory Vaccination Policy Update  
**Report No.:** HR-2022-01

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## **RECOMMENDED ACTION**

That the Mandatory Vaccination Policy for all employees, members of Council, members of committees of Council, students and volunteers, and volunteer firefighters **BE RESCINDED.**

## **BACKGROUND**

The Windsor Essex County Health Unit (WECHU) and local Medical Officer of Health recommended in 2021 that local municipalities adopt an employee vaccination policy in order to protect the essential services provided by the municipalities.

On September 13, 2021, Council approved a mandatory COVID-19 vaccination policy for the Town of Kingsville. The completed policy outlined the requirements for staff (including students, volunteers and volunteer firefighters), members of Council and members of committees of Council to be fully vaccinated. This included dates, exemptions and required testing.

On March 1, 2022, the Ontario government removed the requirement that persons provide proof of vaccination to gain access to any business or organization.

On March 9, 2022, Ontario's Chief Medical Officer of Health announced that all remaining COVID-19-related measures, directives, and orders will be lifted by the end of April.

## **DISCUSSION**

The Town of Kingsville has 96% of staff fully vaccinated against COVID-19. The high rate of vaccination has likely helped us avoid an outbreak of the virus in the workplace.

The government proposed a phased approach that would end the remaining measures on the dates as set out below:

March 14:

- Directive 6, regarding COVID-19 vaccination policies and testing policies for public hospitals, home care and community services providers' organizations, home and community care supports services organizations and ambulance services
- Letters of instruction regarding vaccination policies to Ministry of Children, Community and Social Services, Ministry of Seniors and Accessibility and Ministry of Education
- Minister of Long-Term Care directive on immunization policy

March 21:

- Masking requirements in most places, including schools, subject to limited exceptions
- Other measures in schools, including cohorting and daily on-site screening
- All remaining regulatory requirements for businesses, such as passive screening and safety plans

March 28:

- The Reopening Ontario Act (ROA) would cease to be in force, with a final extension of ROA emergency orders for 30 days

April 27:

- Masking requirements in all remaining settings
- Any remaining ROA emergency orders
- Directives 1, 2.1, 3, 4 and 5.

Additionally, The Windsor Essex County Health Unit (WECHU) released a statement on March 9, 2022, acknowledging the provincial government's announcement and the effect of the pandemic on the community. The WECHU recommended that businesses and organizations in Windsor-Essex assess the level of risk among staff, clients, patrons, or patients and continue with existing public health measures based on their assessment of risk. The WECHU stated that vaccination is one of the cornerstones of preventing infectious diseases. Staying up to date by receiving a booster dose whenever eligible is the best way to protect against COVID-19 and its variants. In this context, the WECHU encourages local businesses and organizations to create or maintain vaccination policies.

As of March 1, 2022, all unvaccinated or vaccinated people are eligible to access all facilities at the Town of Kingsville.

The Town of LaSalle and Town of Essex has revoked their mandatory vaccination policies. Other municipalities continue to have a mandatory vaccination policy and some have indicated that they have no intention of revoking their policies.

## FINANCIAL CONSIDERATIONS

Unknown at this time. There may also be costs associated with claims that may be filed under the Human Rights Code and other labour and employment related matters as a result of a mandatory vaccination policy.

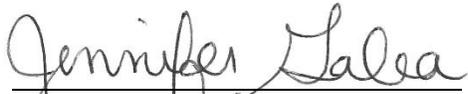
## ENVIRONMENTAL CONSIDERATIONS

None

## CONSULTATIONS

The Senior Management Team was consulted on this report.

PREPARED BY:



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**Manager of Human Resources**

REVIEWED BY:



John Norton  
**Chief Administrative Officer**

## LINK TO STRATEGIC PLAN

None

## Link to Council 2021-2022 Priorities

- COVID-19 and the health and safety of the community
- Customer Service: Training, Technology, Staff, Review Standards/Level of service
- Housing: Affordability (lot sizes, developer incentives, second dwellings, density, etc.)
- Greenhouse: lights & dark sky, odours (site plan compliance, bylaws, other tools)
- Programming Increase: Youth and Seniors

- A development plan for Downtown Kingsville / Main Street
- Financial savings: Schools closings, Migration Hall
- Economic Development: strengthen tourism/hospitality
- COVID - economic recovery
- Communications: Strategy – Policy (social media), Website refresh and other tools, Public engagement
- Housing: Migrant Worker Housing – Inspections (Building/Fire), regulate, reduce, or increase
- Committees / Boards: Review and Report
- Policy Update: Procedural Bylaw
- Economic Development: diversify the economy, create local jobs, industrial, Cottam
- Infrastructure (non-Municipal): Union Water expansion & governance
- Infrastructure (Municipal): Asset Management Plan update, the infrastructure funding deficit
- No direct link to Council priorities