

Report to Council

Report Title:	Pandemic Policies Updated		
Prepared By:	Sonya Watson, Chief Administrative Officer		
Department:	Administration		
Date:	June 8, 2021		
Report Number:	CAO2021-09	File Number:	C11AD, P03
Attachments:	Pandemic Sick Leave/Short-Term Disability Policy - Amended June 2021 Pandemic Travel Advisory Policy Pandemic Self Screening Policy – Amended May 2021		

Recommendation:

That the Council of the Municipality of Brockton hereby receives Report Number CAO2021-09 - Pandemic Policies Updated, prepared by Sonya Watson, Chief Administrative Officer and by doing so approves a By-Law coming forward to approve the Pandemic Travel Advisory Policy and further amend the Pandemic Sick Leave/Short-Term Disability Policy and the Pandemic Self Screening Policy.

And further that Council rescind the Pandemic Absence from Work Policy.

Report:

Background:

Council approved By-Law 2020-031, By-Law 2020-039, By-Law 2020-040, By-Law 2020-068 to approve Pandemic Policies to establish consistent application of process during the COVID-19 pandemic. Council made the decision to table the motion to approve the Pandemic Sick Leave/Short-Term Disability Policy - Amended May 2021, Pandemic Travel Advisory Policy and the Pandemic Self Screening Policy at the May 11, 2021 Council Meeting.

Analysis:

There are continual changes related to the pandemic that affect employment practices, legislative requirements and employee programs. The Pandemic Sick Leave/Short-Term Disability Policy, has been further amended to provide clarification based on best practice and changes within the ESA, specially the Infectious Disease Emergency Leave, the Ontario COVID-19 Worker Income Protection Benefit and many other protected ESA leaves. To provide further clarity, the title has been changed to a COVID-19 Policy instead of a Pandemic Policy to properly reflect the purpose of this policy and our immediate needs. Changes made in the

policy are highlighted in yellow. Information on the World Health Organization (WHO) grading of public health events and emergencies is also included as an appendix to this policy for ease of reference.

Wording from the Pandemic Absence from Work Policy was transferred to the Pandemic Sick Leave/Short-Term Disability Policy. There is still wording in the Absence from Work Policy regarding a travel advisory therefore we are recommending rescinding the Absence from Work Policy and approving a new policy titled Pandemic Travel Advisory Policy. There were no major changes to this policy from the May Council meeting except for adding work arrangements for self-isolation and that the policy will be subject to the discretion of the Chief Administrative officer.

Lastly, we are recommending that the Pandemic Self Screening Policy reference the Pandemic Sick Leave/Short-Term Disability Policy instead of the Non-Union Personnel Policy and ensuring the most up-to-date Pre-screening Health Declaration Form is included with the policy. There are no changes to this policy from the Council Meeting in May.

Sustainability Checklist:

What aspect of the Brockton Sustainable Strategic Plan does the content/recommendations in this report help advance?

- Do the recommendations help move the Municipality closer to its Vision? N/A
- Do the recommendations contribute to achieving Cultural Vibrancy? N/A
- Do the recommendations contribute to achieving Economic Prosperity? N/A
- Do the recommendations contribute to Environmental Integrity? N/A
- Do the recommendations contribute to the Social Equity? N/A

Financial Impacts/Source of Funding:

- Do the recommendations represent a sound financial investment from a sustainability perspective? Yes

There is no financial impact for amending or implementing these policies.

Reviewed By:



Trish Serratore, Chief Financial Officer

Respectfully Submitted by:



Sonya Watson, Chief Administrative Officer