

Report to Council

Report Title:	COVID-19 Immunization Disclosure Policy		
Prepared By:	Sonya Watson, Chief Administrative Officer		
Department:	Administration		
Date:	September 14, 2021		
Report Number:	CAO2021-18	File Number:	C11AD, P03
Attachments:	COVID-19 Immunization Disclosure Policy Grey Bruce Public Health Press Release - Grey Bruce Medical Officer of Health recommending COVID-19 workplace vaccination policies		

Recommendation:

That the Council of the Municipality of Brockton hereby receives Report Number CAO2021-18 - COVID-19 Immunization Disclosure Policy, prepared by Sonya Watson, Chief Administrative Officer and by doing so approves a By-Law coming forward to approve the COVID-19 Immunization Disclosure Policy for the Brockton Child Care Centre; and provides further direction on development of a COVID-19 disclosure policy that would extend to all staff.

Report:

Background:

As Ontario continues with its vaccination program and rollout, amidst a rapid spread of the Delta variant, the province's number one priority is getting as many Ontarians vaccinated as possible. All vaccines delivered as part of Ontario's vaccine rollout provide high levels of effectiveness against hospitalization and death from COVID-19 and its variants, including the Delta variant.

On August 17, 2021 the Chief Medical Officer of Health (CMOH) announced the pending implementation of the mandatory immunization disclosure policy for schools and child care programs. This mandatory policy aligns with immunization measures already in place in Ontario's long-term care settings, and new requirements announced in health care and congregate care settings. On September 4th the Ministry Resource Guide including a sample policy from the Ministry of Education was provided for consideration.

Analysis:

Brockton Child Care Centre COVID-19 Immunization Disclosure Policy

In accordance with the instructions issued by the Chief Medical Officer of Health (CMOH), schools and licensed child care programs must require that employees, volunteers, students on placement, any licensee who

regularly interacts with children at the child care or any Resource Consultant who are not fully vaccinated must submit to regular rapid antigen testing. Individuals subject to testing requirements must provide verification of negative test results at least two times per week as an added measure to protect child care settings from the risk of COVID-19. Also, individuals who are not fully vaccinated must complete an educational session approved by and/or provided the Municipality of Brockton. Those persons fully vaccinated will be required to provide proof of all required doses of a COVID-19 vaccine to the Municipality of Brockton and will be exempt from the rapid testing and education component.

The Brockton Child Care Centre will be required to track and report on the implementation of the policy and provide aggregated and de-personalized statistical information to the ministry and publicly disclose child care sector immunization status data on a regular basis.

The COVID-19 Immunization Disclosure Policy has been created with guidance from the Resource guide for licensed child care. Once approved by Council, this Policy will come into effect immediately and the content/requirements in the policy will be communicated to anyone subject to the policy, as well as make it available to current and prospective parents. Brockton Child Care staff have been informed and are aware of the Policy requirements pending.

Brockton Wide COVID-19 Immunization Disclosure Policy

At this time only, the Brockton Child Care Centre employees are required to disclose their vaccine status as mandated by the Province. On September 1, 2021, Grey Bruce Public Health issued a press release recommending that local employers develop a workplace vaccination policy to protect their workers and the public from COVID-19. The press release has been included for Council's information.

At this time, we are confident that the majority of our full-time staff are vaccinated outside of the vaccine disclosure policy mandated for the Brockton Child Care Centre. We believe that over 90% of all Brockton's full-time employees are fully vaccinated based on voluntary verbal information. This is a good rate of vaccination and what the Province is seeking to achieve. The Municipality of Brockton has been a leader for other businesses and municipalities during the pandemic and creating a similar policy for all employees would assist Brockton's commitment to providing top-quality essential services to the residents during the pandemic. Many of the remaining staff may seek vaccination due to the Provincial Vaccination passport requirements to access certain businesses and facilities. There is added administration and rapid antigen testing requirements that would be required if implemented for all Brockton workgroups. This may prove to be challenging in certain work groups (eg. Road Operator providing proof of a rapid-test prior to a winter shift). The volunteer fire department would also be another area with challenge. We seek Council's direction should they wish staff to bring forward a further Policy that would extend to all workgroups. This is currently not mandated by the Province.

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

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| • 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