

Report to Council

Report Title: Pandemic Lieu Time
Prepared By: Sonya Watson, Chief Administrative Officer
Department: Administration
Date: December 14, 2021
Report Number: CAO2021-35 **File Number:** C11AD, P03
Attachments: Resolution 21-17-15 - COVID-19 Vaccination Recommendation

Recommendation:

That the Council of the Municipality of Brockton hereby receives Report Number CAO2021-35 - Pandemic Lieu Time, prepared by Sonya Watson, Chief Administrative Officer for information purposes;

And Whereas, the Municipality of Brockton encourages all individuals to consider receiving the COVID-19 vaccination;

Now Therefore, the Council of the Municipality of Brockton hereby directs that all active employees of the Municipality of Brockton shall be credited with two (2) hours of compensating time off (lieu time) to be used between January 1, 2022 and December 31, 2022 at the discretion of the employee, with the prior approval of their Supervisor.

Report:

Background:

The Municipality of Brockton is a leader in promoting employee wellness and providing a safe work environment for staff and users of our facilities. The Municipality of Brockton, following public health guidelines, also encourages Brockton employees and all members of the public to consider receiving the COVID-19 vaccination.

At the May 25, 2021 Council meeting, Council approved that all employees of the Municipality of Brockton shall receive two (2) hours of compensating time off (lieu time) to support continued employee wellness during the pandemic and those who choose to receive the COVID-19 vaccination. The lieu time was required to be use by December 31, 2021 and required Supervisor approval.

The Municipality of Brockton understands that each employee has personal choice if they want to get vaccinated or not and some employees may choose not to get vaccinated. There was no pressure for employees to schedule a vaccine appointment yet majority of our employees have now used this benefit.

Analysis:

Ontario is extending its pause indefinitely on moving to the next step of the reopening plan as COVID-19 cases continue to increase. The Ontario government announced the pause would continue in order to monitor trends in public health and learn more about the Omicron variant. The Ontario government says the pause comes as public health indicators laid out in recent modelling indicate a rise in cases — with an expected increase in hospitalizations and ICU treatments.

As Ontario continues to take rapid action to protect against COVID-19 and variants, everyone is encouraged to get their first, second or *booster dose of the COVID-19 vaccine* as soon as possible. As of December 13th, approximately 5.5 million Ontarians are eligible to receive a booster dose of the COVID-19 vaccine. *Children aged 5 to 11 are also eligible to book their appointment to receive the vaccine.*

The months ahead will require continued vigilance from everyone. Following our most recent Municipal Emergency Control Group (MECG) meeting I am seeking approval from Council that all active employees of the Municipality of Brockton be credited with two (2) hours of compensating time off (lieu time). This time would need to be used between January 1, 2022 and December 31, 2022 at the discretion of the employee, with the prior approval of their Supervisor. The lieu time is compensating time off which means that employees will be paid for taking the time off, employees are not eligible for payment in lieu of taking the time off. The lieu time will assist staff with booking their first, second or booster dose and will also help those staff with family caregiver responsibilities so they can assist their family members get their required doses. The Municipality of Brockton continues to understand that each employee has personal choice if they want to get vaccinated or not and some employees may choose not to get vaccinated. As was previously the case, there would be no pressure for employees to schedule a vaccine appointment and all employees will receive this benefit whether or not they chose vaccination.

Sustainability Checklist:

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

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| • 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

Reviewed By:



Trish Serratore, Chief Financial Officer

Respectfully Submitted by:

A handwritten signature in black ink, appearing to read "Sonya Watson", with a long, sweeping horizontal line extending to the right.

Sonya Watson, Chief Administrative Officer