

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

- 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

COVID-19 Immunization Disclosure Policy

Department:	Brockton Child Care Centre	Policy Number:	P03-1006-22
Section:	Human Resource	Effective Date:	September 14, 2021
Subject:	Covid-19 Immunization Disclosure Policy	Revised Date:	N/A
Authority:	By-Law 2021-121		

1. Purpose

The purpose of this policy is to outline the Municipality of Brockton expectations with regards to COVID-19 immunization disclosure.

Contingent upon vaccine availability, all eligible individuals, are strongly encouraged to receive a COVID-19 vaccine, unless there is a medical reason to not receive a vaccine.

2. Background

The Municipality of Brockton recognizes the importance of immunization of individuals regularly interacting and providing services to children due to the nature of their work and potential for exposure in the community. This COVID-19 Immunization Disclosure Policy aims to protect the child care program’s population including children, staff, volunteers, students on educational placements and any person providing child care or other services to a child in care.

COVID-19 is an acute respiratory illness caused by the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2). It may be characterized by fever, cough, shortness of breath, and several other symptoms. Asymptomatic infection is also possible. The risk of severe disease increases with age but is not limited to the elderly and is elevated in those with underlying medical conditions.

3. Definition

“Fully vaccinated” means having received all of the doses required for a COVID-19 vaccine(s) approved by the World Health Organization (e.g., two doses of a two-dose vaccine, or one dose of a single-dose vaccine); and having received the final vaccine dose at least 14 days ago.

4. Application of the Policy

The COVID-19 Immunization Disclosure Policy will apply to the following groups of individuals specifically at the Brockton Child Care Centre, except where the individual works remotely and the individual’s work does not involve in-person interactions:

- Employees of the Brockton Child Care Centre;
- Volunteers at the Brockton Child Care Centre;
- Students on an educational placement at the Brockton Child Care Centre;
- Any licensee who regularly interacts with children, staff or providers at the Brockton Child Care Centre;
- Any person who provides child care or other services to a child who receives child care (e.g., special needs resourcing consultant)

5. COVID-19 Immunization Disclosure Policy

The Chief Medical Officer of Health has directed the Municipality of Brockton who operates a licenced child care program at the Brockton Child Care Centre to develop, implement and ensure compliance with a COVID-19 immunization disclosure policy. All individuals covered by this policy must provide one of the following:

1. Proof of being fully vaccinated against COVID-19. The only acceptable proof of vaccination is the receipt provided by the Ministry of Health to the person who was vaccinated.
2. Written proof of a medical reason, provided by either a physician or nurse practitioner that sets out:
 - a. that the person cannot be vaccinated against COVID-19 due to a medical contraindication with the COVID-19 vaccine; and
 - b. the effective time period for the medical reason (i.e., permanent or time limited).
 1. if an individual is unable to receive their vaccine for a medical reason but that reason is valid for a limited time, the Brockton Child Care Centre will follow-up with the individual once that time period has expired and ensure the individual provides proof of vaccination or proof that the individual has completed the educational session approved by the Municipality of Brockton.
3. Proof that the individual has completed an educational session approved by and/or provided the Municipality of Brockton. The educational session addresses all of the following learning components:
 - how COVID-19 vaccines work;
 - vaccine safety related to the development of the COVID-19 vaccines;
 - benefits of vaccination against COVID-19;
 - risks of not being vaccinated against COVID-19; and
 - possible side effects of COVID-19 vaccination.

6. Supports for Vaccination

The Municipality of Brockton will provide the following supports for people subject to this policy to receive a vaccination:

- Provide employees with information on location and scheduling of local vaccination clinics.
- Where possible feasible, support employees attending a vaccination clinic and/or their health care provider to be vaccinated.
- Access to Employee Family Assistance Program.
- 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. This lieu time must be used no later than December 31, 2021 and will require Supervisor approval. All employees will receive this benefit whether or not they chose vaccination.

7. Testing Requirements

Individuals subject to the policy who are not fully vaccinated must regularly complete an antigen point of care testing for COVID-19 and demonstrate a negative result, twice per week on Monday and Thursday mornings before the start of their shift or as directed by the Ministry of Education; and may be required to provide written verification of the negative test result on acceptable documentation that the Municipality of Brockton deems acceptable to the Brockton Child Care Centre Supervisor (or designate) and the individual must enable the Supervisor (or designate) to confirm the results at their discretion.

If an individual tests positive with the antigen COVID-19 testing the individual must isolate (e.g., not come to work) and submit to a laboratory-based PCR test to confirm the results as soon as possible (ideally within 48 hours). The Municipality of Brockton may report the positive test to the Grey Bruce Health Unit in accordance with the Health Protection and Promotion Act. The individual will follow all public health measures regarding a positive antigen test and will not be permitted to return to work until the individual has been cleared by the Grey Bruce Health Unit or by a Medical Practitioner.

The antigen point of care testing for COVID-19 is for asymptomatic individuals only. Individuals that cannot pass the daily self-screening including experiencing symptoms of COVID-19 or who have had close contact with someone who has tested positive should continue to visit their local assessment centres for testing.

8. Confidentiality Statement

As per s. 77 of O. Reg 137/15 made under the Child Care and Early Years Act, 2014, the Brockton Child Care Centre is required to report such statistical information to the Ministry of Education as may be required. No identifying information will be provided to the ministry in relation to this policy; all statistical information will be provided in aggregate form.

9. Consequences for Failing to Adhere to Policy

If an employee does not comply with the terms of this policy, they may be subject to disciplinary action, including possible termination of employment in accordance with the Employee Discipline Policy (H00-0610-12).

10. Policy Changes

The Municipality of Brockton has the ability to amend, change or rescind this policy at any time following Council approval and individuals will agree to the changes without notice.



Media Release

September 1, 2021

Grey Bruce Medical Officer of Health recommending COVID-19 workplace vaccination policies

Grey Bruce Medical Officer of Health, Dr. Ian Arra, is recommending that local employers develop a workplace vaccination policy to protect their workers and the public from COVID-19. A workplace vaccination policy will identify the organizational expectations with regards to COVID-19 immunization of employees. Workplace vaccination policies should explain their purpose, specific actions workers must take regarding providing proof of vaccination status or a medical exemption, and timelines.

Recommendations and templates on developing a workplace vaccination policy are posted on the [Grey Bruce Health Unit webpage](#).^[DAI(1)]

“We require a community-wide response against COVID-19. Our efforts would go further if every sector, including employers, are committed to mitigating the 4th wave.” said Dr. Ian Arra, Grey Bruce Medical Officer of Health. “A workplace vaccine policy protect the employer, protects the employees and protects the public. It is one more tool we can use to safeguard our community and our health system capacity. Getting fully vaccinated for COVID-19 is the best defense against the virus, including the Delta variant.”

Employers can also play a critical role in promoting the importance of the COVID-19 vaccine by:

- providing vaccine information from credible sources;
- providing translated resources;
- supporting vaccine champions to initiate conversations with their peers;
- providing paid leave to get vaccinated;
- reminding workers that they are legally entitled to up to three paid sick days if they have side effects from the vaccine; and
- providing transportation support to get vaccinated.

Getting a vaccine in Grey Bruce is easy; see: [Vaccine Clinic Schedule](#). Clinics offer first- and second-dose, walk-in vaccinations to anyone born in 2009 or earlier. Many local pharmacies and primary care offices also offer vaccine appointments.

All residents who have been vaccinated in Ontario, or who have provided proof of their vaccination to their local public health unit, are able to access proof of their vaccination through the [Provincial vaccination system link](#).

A healthier future for all.

101 17th Street East, Owen Sound, Ontario N4K 0A5 www.publichealthgreybruce.on.ca

519-376-9420

1-800-263-3456

Fax 519-376-0605

Until we reach the 90% vaccine coverage, we need to adhere to established COVID-19 public health measures. Employers must continue to implement all COVID-19 prevention measures for their sector outlined in provincial guidelines and Grey Bruce Health Unit guidance including, screening, physical distancing, wearing of masks and eye protection, hand hygiene, infection prevention and control and a COVID-19 safety plan.

Attachment: [Recommendations for Establishing a COVID-19 Workplace Vaccination Policy](#)

For More Information:

Dr. Ian Arra, MD MSc FRCPC ACPM ABPM

Medical Officer of Health and Chief Executive Officer

To arrange to speak with Dr. Arra, please contact Drew Ferguson at:

519-376-9420 or 1-800-263-3456 ext. 1269 or d.ferguson@publichealthgreybruce.on.ca