



Administrative Report

Office of the Director, Human Resources

To: Warden MacDonald and Members of Essex County Council

From: Kristie Cronin, CHRL
Director of Human Resources

Date: Wednesday, May 17, 2023

Subject: COVID-19 Vaccination Policy – Follow Up

Report #: 2023-0517-HR-R07-KC

Purpose

To provide further detail on the status of 2021-003 COVID-19 Vaccination Policy.

Background

The County put in place a mandatory COVID-19 Vaccination Policy effective August 25, 2021. The policy was approved by the Chief Administrative Officer (CAO).

Discussion

July 2022:

- COVID-19 Vaccination Policy was paused for all current employees excluding Sun Parlor Home (SPH).
- All employees off on unpaid leave as a result of the policy were eligible to return to work, except those employed at SPH.
- A letter of understanding with CUPE 2974.2 was established due to the requirement of the United States of America (U.S.) to be vaccinated to cross the U.S./Canada border. The ability to cross the border is a condition of employment for active Paramedics.

- The requirement to be vaccinated was maintained for new hires because:
 - The policy was paused not rescinded. This would put unvaccinated candidates at risk of unpaid leave should the policy become active.
 - The ability to legally cross the U.S./Canada border is a condition of employment for paramedics. The noted letter of understanding is limited to specific employees.
 - No candidates declined employment due to this requirement.

April 2023:

- The COVID-19 Vaccination Policy was further lifted for SPH following a Ministry of Long-Term Care announcement.
- All SPH employees on unpaid leave as a result of the policy were contacted. They have either resigned, abandoned their roles, or are returning to their position.
- The requirement to be vaccinated was removed for all new hires, except Paramedics for the reason noted previously.
- SPH continues to strongly encourage all team members to remain up to date on their COVID vaccines as per Public Health Unit guidelines.
- All non-vaccinated team members will be excluded from work in the event the home has a suspected or confirmed COVID outbreak as per our occupational health and safety obligations to protect.

May 11, 2023:

- Effective this date, it was announced the U.S. is lifting the requirement to be vaccinated for international travelers.
- The CUPE 2974.2 Letter of Understanding (RE: Working while unable to cross border due to vaccination status) will cease.
- The requirement for all new paramedic hires to be vaccinated will be removed.
- Following the removal of the U.S. requirement to be vaccinated to enter the U.S., the County of Essex 2021-003 COVID-19 Vaccination Policy was rescinded.

Recommendation

That County Council receive report 2023-0517-HR-R07-KC, COVID-19 Vaccination Policy – Follow Up as information.

Respectfully Submitted,

Kristie Cronin

Kristie Cronin, CHRL, Director, Human Resources

Concurred With,

Mary Birch

Mary Birch, BA, CMO, Interim Chief Administrative Officer