



Subject: *Mandatory Vaccination Policies*
To: Council
Date Prepared: November 26th, 2021
Related Motions: PRC21(53) - Staff Policy; PRC21(54) - Council Policy
Prepared by: Kim Ramsay, Chief Administrative Officer
Approved by: n/a

Summary

On Tuesday, October 19th, the Parks Recreation and Culture Committee passed two motions to recommend to Council that a mandatory vaccination policy, similar to that of the Provincial and Federal governments, be implemented for staff, Council and public members of Committees of Council in East Hants.

PRC21(53) - *Moved that the Municipality of East Hants implement a Mandatory Proof of Vaccination Policy, similar to that of the Provincial and Federal Governments whereby staff must show proof of vaccination or a valid reason of exemption, with the timeline to be similar to the Provincial timeline of 2 months for full vaccination.*

PRC21(54) - *Moved that the same regulations (Proof of Vaccination Policy) will apply to Public Members on Committees and Council Members.*

These policies have been drafted by the CAO and are attached to the agenda as drafts, for further review by legal and against the jurisdictions which Committee noted in their motions and subject to notice being given by Council, per below.

Policy Implications

Review

The CAO has drafted two policies for review (attached to the Council agenda October 27th, 2021):

1. COUNCIL & PUBLIC MEMBER MANDATORY PROOF OF VACCINATION POLICY
2. EMPLOYEE MANDATORY PROOF OF VACCINATION POLICY

The policies have been drafted however, with the short turn around between Committee and Council, they both need a legal review and, as actual provincial policy has not been rolled out, a check against the provincial policy when it is released. The [Federal Policy](#) is available online and has been used as a model, as have the FAQs that were sent out to employees of the Province. HRM and CBRM have not released their policies to yet, these would be good check-in documents to compare East Hants' draft policies as well.

Notice

Council needs to provide notice under section 48 (1) of the *Municipal Government Act* before a policy is passed, amended or repealed. In this case, where there were no policy items of the Executive Committee agenda on the 19th October, a policy meeting of Council was not held. Therefore, Council is still required to give 7 days' notice in order to pass these policies.

Option1 - Give notice of intention to pass these Policies (with minor amendments as reviews proceed) at a Special Meeting of Council to be held at a date no sooner than the 3rd of November.

Option 2 - Give notice of intention to pass these Policies (with minor amendments as reviews proceed) at the Council Policy meeting on November 16th (Executive Committee day).

The Attestation and Full Implementation dates as outlined in the Policy will be adjusted depending on the approval date.

Recommended Motion

Move that Council give notice of its intent to adopt the **EMPLOYEE MANDATORY PROOF OF VACCINATION POLICY**, as attached to the Council agenda on October 27th, 2021 and with minor adjustments as required following legal and jurisdictional review, at the next meeting of Council on *<enter date from Option 1 or 2>*.

Recommended Motion

Move that Council give notice of its intent to adopt the **COUNCIL & PUBLIC MEMBER MANDATORY PROOF OF VACCINATION POLICY**, as attached to the Council agenda on October 27th, 2021 and with minor adjustments as required following legal and jurisdictional review, at the next meeting of Council on *<enter date from Option 1 or 2>*.