

Bill No. 461
2021

By-law No. CPOL.- _____ - ____

A by-law to adopt “Members of Council Proof of COVID-19 Vaccination Policy”.

WHEREAS section 5(3) of the *Municipal Act, 2001*, S.O. 2001, C.25, as amended, provides that a municipal power shall be exercised by by-law;

AND WHEREAS section 9 of the *Municipal Act, 2001*, S.O. 2001, C.25, as amended, provides a municipality with the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority;

AND WHEREAS the Municipal Council of The Corporation of the City of London deems it appropriate to adopt the “Members of Council Proof of COVID-19 Vaccination Policy” to assist in reducing the risk of COVID-19 in The Corporation of the City of London workplace and to provide a safe environment for Members of Council, Corporate employees, volunteers and the public to access and use City facilities and services;

NOW THEREFORE the Municipal Council of The Corporation of the City of London enacts as follows:

1. The “Members of Council Proof of COVID-19 Vaccination Policy” attached Schedule “A” to this by-law is hereby adopted.
2. This by-law shall come into force and effect on the date it is passed.

PASSED in Open Council on October 5, 2021

Ed Holder
Mayor

Catharine Saunders
City Clerk

First Reading – October 5, 2021
Second Reading – October 5, 2021
Third Reading – October 5, 2021

Schedule “A”



London
CANADA

Members of Council Proof of COVID-19 Vaccination Policy

Policy Name: Members of Council Proof of COVID-19 Vaccination Policy

Legislative History: Adopted October 5, 2021 (By-law No. CPOL.-xxx)

Last Review Date: October 5, 2021

Service Area Lead: City Clerk or their written designate

1. Policy Statement

The purpose of the Members of Council Proof of COVID-19 Vaccination Policy (“Policy”) is to reduce the risk of COVID-19 in The Corporation of the City of London workplace and to provide a safe environment for Members of Council, Corporate employees, volunteers and the public to access and use City facilities and services. COVID-19 is a highly contagious virus that spreads through respiratory droplets and aerosols. The City of London, as an employer, has an obligation under the *Occupational Health and Safety Act* to take every precaution reasonable in the circumstances to create a safe workplace.

In addition to the current health and safety precautions (personal protective equipment, physical distancing, frequent hand washing and hand sanitizing, frequent cleaning of high touch areas, COVID-19 screening, etc.), which will be maintained and revised in accordance with public health guidance, the City of London requires all Members of Council to:

- a) Provide proof of full vaccination against COVID-19; or
- b) Provide a written attestation of a medical reason(s) or Ontario Human Rights Code reason(s) for not being fully vaccinated against COVID-19.

The Policy which is indefinite in nature, is to address the risks and impacts of the COVID-19 Pandemic, noting the duration of the Pandemic is unknown. The Policy will be reviewed upon Council direction and/or at the initiative of the Civic Administration, as new information, data, and public health guidance regarding the COVID-19 pandemic evolves.

2. Definitions

“**Active Screening**” means the Province of Ontario COVID-19 self-assessment for COVID-19 symptoms.

“**Attestation of a medical reason(s) or Ontario Human Rights Code reason(s)**” means a written statement that sets out that the Member cannot be vaccinated against COVID-19 submitted to the City Clerk or their written designate on the “Proof of a Medical Reason(s) or an Ontario Human Rights Code Reason(s) for not being Vaccinated Against COVID-19” form attached to this Policy as Appendix “A”.

“**Council**” shall mean the Council of The Corporation of the City of London.

“**Fully vaccinated**” means having received the full series of a COVID-19 vaccine or a combination of COVID-19 vaccines approved by Health Canada or the World Health Organization; and having received the final dose of the COVID-19 vaccine at least 14 days ago.

“**Member**” shall mean a Member of Council and includes the Mayor.

“**Proof of full vaccination against COVID-19**” means the COVID-19 vaccination receipt issued by the Ontario Ministry of Health confirming the Member is fully vaccinated.

“Vaccinated” means to be “fully vaccinated”.

“Vaccination Receipt” means paper or e-receipt that individuals receive after vaccination. This receipt is also available for download on the provincial website.

3. Applicability

This Policy applies to all Members of Council of The Corporation of the City of London and includes the Mayor.

4. The Policy

4.1 Legislative Framework

This Policy operates together with, and as a supplement to the following legislation that governs the conduct of Members:

- a) *Human Rights Code*, R.S.O. 1990 c. H. 19 (“Ontario Human Rights Code”)
- b) *Municipal Act, 2001*, S.O. c. 25 (“Municipal Act”)
- c) *Municipal Freedom of Information and Protection of Privacy Act*, R.S.O. 1990 c. M.56 (“MFIPPA”)
- d) *Occupational Health and Safety Act*, R.S.O. 1990, c.0.1
- e) Code of Conduct for Members of Council (“Code of Conduct”)
- f) Integrity Commissioner Terms of Reference
- g) Respectful Workplace Policy (Anti-Harassment/Anti-Discrimination)
- h) Applicable by-laws and policies of Council as adopted and amended from time to time

4.2 Application of the Policy

- a) All Members to whom the Policy applies shall comply with one of the following:
 - i) provide proof of full vaccination against COVID-19 by October 20, 2021 to the City Clerk or written designate; or
 - ii) provide a written attestation of a medical reason(s) or Ontario Human Rights Code reason(s) for not being vaccinated against COVID-19 by October 20, 2021 submitted to the City Clerk or their written designate on the “Proof of a Medical Reason(s) or an Ontario Human Rights Code Reason(s) for not being Vaccinated Against COVID-19” form attached to this Policy as Appendix “A”; or
 - iii) where a Member has not received any dose of the COVID-19 vaccine or has received one dose and has not yet received their second dose, the Member shall receive their first dose of the COVID-19 vaccination series by October 20, 2021, submitting proof to the City Clerk or written designate, and provide proof of full vaccination against COVID-19 by November 19, 2021 to the City Clerk or written designate.
- b) Regardless of vaccination status, all Members shall:
 - i) complete daily Active Screening for COVID-19 symptoms; and
 - ii) where the Member fails Active Screening, advise the City Clerk or written designate, be tested for COVID-19, and not enter City facilities/buildings until they have provided written verification to the City Clerk or written designate that enables the City Clerk or written designate to confirm their ability to return to in-person attendance at City facilities/buildings, prior to attending City facilities/buildings. Verification includes, but is not limited to, a negative COVID-19 test result.
- c) Members who are on a leave of absence are not required to comply with sections 4.1 a) and b) so long as they remain on a leave of absence. Members must comply with this Policy prior to returning to their duties.
- d) Members are required to comply with this Policy. The Code of Conduct requires that Members “shall adhere to such by-laws, policies and procedures adopted by Council that are applicable to them”. The City of London’s Integrity

Commissioner may consider complaints of non-compliance of this Policy by Members and review such complaints in accordance with “The Corporation of the City of London Code of Conduct for Members of Council Complaint Protocol” as set out in the Code of Conduct. The Integrity Commissioner may make recommendations regarding sanctions to Council in accordance with s.223.4(5) of the *Municipal Act, 2001* and the Code of Conduct.

- e) All Members must continue to adhere to all policies, procedures and directions related to COVID-19. These include, but are not limited to, personal protective equipment, physical distancing of at least two (2) metres where possible, frequent hand washing and hand sanitizing, frequent cleaning of high touch areas, and active COVID-19 screening.

4.3 Collection of Information and Privacy Considerations

All information gathered as part of the Policy, including personal health information, will be collected by The Corporation of the City of London and be retained and treated in compliance with the *Municipal Freedom of Information and Protection of Privacy Act*.

4.4 Ontario Human Rights Code Accommodations

Members requiring accommodations under the Ontario Human Rights Code within the context of the Policy may make such requests by advising the Director of People Services. The City of London is committed to fulfilling its obligations under the Ontario Human Rights Code.

4.5 Policy Implementation

Implementation of this Policy will be in accordance with applicable Council and/or Corporation by-laws, policies and procedures, and legislation.

All Members to whom the procedure applies shall provide proof of full vaccination or attestation of an Ontario Human Rights Code reason(s) or medical reason(s) in accordance with this Policy to the City Clerk or their written designate, by email, or in person.

Proof of full vaccination, written attestation of a medical reason(s) or an Ontario Human Rights Code reason(s) will be recorded in a secure City of London database and retained for one year, at a minimum. The person’s communication and copy of the vaccination receipt will be destroyed once entered into the secure City of London database. All information, including personal health information, will be treated in compliance with the *Municipal Freedom of Information and Protection of Privacy Act*.

Regardless of vaccination status, all Members attending in person at City facilities/buildings shall:

- a) complete daily, the Active Screening by means of the Province of Ontario COVID-19 self-assessment for COVID-19 symptoms; and
- b) where the Member fails Active Screening, advise the City Clerk or written designate, be tested for COVID-19, and not enter City facilities/buildings until they have provided written verification to the City Clerk or written designate that enables the City Clerk or written designate to confirm the Member’s ability to return to in-person attendance at City facilities/buildings, prior to attending City facilities/buildings. Verification includes, but is not limited to, a negative COVID-19 test result.

Members requiring any Ontario Human Rights Code accommodations under this Policy may request accommodations by advising the City Clerk or their written designate. The City of London is committed to fulfilling its obligations under the Ontario Human Rights Code.

Should the City Clerk or their written designate believe that a Member may be in non-compliance with this Policy, the City Clerk or their written designate shall forward the concern to the Integrity Commissioner for determination.

APPENDIX "A"



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Proof of a Medical Reason(s) or an Ontario Human Rights Code Reason(s) for not being Vaccinated Against COVID-19 – Members of Council

Last Name:	
First Name:	

- I, _____ make oath or solemnly affirm and say that I have an Ontario Human Rights Code reason(s) for not being fully vaccinated against COVID-19 based on the following ground(s):

- I, _____ make oath or solemnly affirm and say that I have a medical reason(s) for not being fully vaccinated against COVID-19.

I am requesting that I be exempted from the vaccination requirements under the City of London "Members of Council Proof of COVID-19 Vaccination Policy".

Signature of Member

Date

As a reminder, your declaration is subject to expectations as set out in the Code of Conduct for Members of Council.

Thank you for your assistance.

City of London

NOTICE OF COLLECTION OF PERSONAL INFORMATION

The personal information collected on this form is collected under the authority of the *Municipal Act, 2001*, S.O. 2001, c. 25, and the *Occupational Health and Safety Act*, R.S.O. 1990, c. O.1 and will only be used to administer and implement the City of London's Members of Council Proof of COVID-19 Vaccination Policy. Questions about this collection should be addressed to the Manager, Records and Information Services at 300 Dufferin Ave., London, ON N6A 4L9. Tel: 519-661-2489 x5590, email: eskalski@london.ca.