

CITY OF HAMILTON NOTICE OF MOTION

General Issues Committee: May 18, 2022

MOVED BY COUNCILLOR E. PAULS.....

SECONDED BY COUNCILLOR B. CLARK.....

Potential Costs Associated with the Termination of Non-Vaccinated City Employees

WHEREAS, the City of Hamilton is proceeding with the Mandatory COVID-19 Vaccination Policy that may result in the termination of approximately 500 employees on or after June 1, 2022; and,

WHEREAS, the City of Hamilton may incur costs associated with enacting this policy including but not limited to: the hiring and training of new employees, all legal costs associated with any grievance hearings, arbitration rulings, reinstatement orders including lost wages and/or any subsequent wrongful dismissal claims;

THEREFORE, BE IT RESOLVED:

That the appropriate staff be directed to report to the May 18, 2022 General Issues Committee with an estimate or range of all potential costs including, but not limited to the hiring and training of new employees, all estimated legal costs associated with any grievance hearings, arbitration rulings, reinstatement orders including lost wages, and/or any subsequent wrongful dismissal claims associated with the potential termination of approximately 500 employees who may be in non-compliance with the City of Hamilton Vaccination Policy.