

CITY OF HAMILTON

NOTICE OF MOTION

Council: May 25, 2022

MOVED BY COUNCILLOR E. PAULS.....

Amendment to Item 3.1 of Council Minutes 22-001 respecting the Amendment to the Mandatory COVID-19 Vaccination Verification Policy (HUR21008(a)) (City Wide)

WHEREAS, Council on January 12, 2022 approved the amendment to the Mandatory COVID-19 Vaccination Verification Policy (HUR21008(a)), requiring those unvaccinated staff or those who have not disclosed their vaccination status will have until May 31, 2022 to provide proof of full vaccination, or an approved medical exemption, at which time any failure to do so will result in their termination of employment with the City; and

WHEREAS, it is necessary to provide those unvaccinated staff or those who have not disclosed their vaccination status with more time to provide proof of full vaccination, or an approved medical exemption;

THEREFORE, BE IT RESOLVED:

That Item 3.1 of the January 12, 2022 Council Minutes be **amended** to change the date of May 31, 2022 to **September 30, 2022**, to read as follows:

3.1 Amendment to the Mandatory COVID-19 Vaccination Verification Policy (HUR21008(a)) (City Wide)

- (a) That the recommended amendments to the Mandatory COVID-19 Vaccination Verification Policy (attached as Appendix "A" to Report HUR21008(a)), requiring proof of full vaccination in the workplace, and that, those unvaccinated staff, or those staff choosing not to disclose their vaccination status, without an approved medical exemption, be subject to discipline up to and including termination of employment, be approved;
- (b) That those unvaccinated staff or those who have not disclosed their vaccination status will have until **September 30, 2022** to provide proof of full vaccination, or an approved medical exemption, at which time any failure to do so will result in their termination of employment with the City;
- (c) That unvaccinated employees or those who do not disclose their vaccination status, and those employees who are subject to an approved exemption, will be required to continue to participate in the rapid testing program until **September 30, 2022**;

- (d) That, in the event the City is unable to secure an adequate and appropriate supply of rapid tests between the date of the amended policy and **September 30, 2022**, any employee who would otherwise be restricted from attendance at work will be placed on a paid leave of absence, pending the continuation of the program at the earliest available opportunity;
- (e) That the amended Mandatory COVID-19 Vaccination Verification Policy (attached as Appendix "A" to Report HUR21008(a)), continues to apply to all City employees, including permanent, temporary, full-time, part-time, casual, volunteers, students, members of Council and members of Council appointed committees, as appropriate and except where excluded otherwise, subject to the terms and conditions of applicable collective agreements; and,
- (f) That the City Clerk be directed to report to the Governance Review Sub-Committee with recommendations for amendments to the Council Code of Conduct and the Code of Conduct for local Boards and Council mandated Committees to ensure Member compliance with the Corporate Vaccination Policy and how sanctions may be applied to members of Council who do not comply.