

# CITY OF HAMILTON

## MOTION

Council: December 7, 2022

MOVED BY COUNCILLOR E. PAULS.....

SECONDED BY COUNCILLOR M. FRANCIS.....

That Item 4.1 of the August 26, 2021 Council Minutes, respecting Report HUR21008, the Mandatory COVID-19 Vaccination Verification Policy, which was approved by Council on August 26, 2021, be **amended** to read as follows:

### 4.1 Mandatory COVID-19 Vaccination Verification Policy (HUR21008) (City Wide)

- (a) That Council approve the recommendation that the City implement the Mandatory COVID-19 Vaccination Verification Policy, attached hereto as Appendix "A", **as further amended**, requiring proof of vaccination in the workplace, including a comprehensive testing, education and communication plan for unvaccinated staff:
- (i) That Appendix "A", as amended, to Item 4.1 of the August 26, 2021 Council Minutes, respecting Report HUR21008, the Mandatory COVID-19 Vaccination Verification Policy (HR-66-21), be **amended**, as follows:
  - (a) That paragraphs one and two of the Scope section of Appendix "A", as amended, be **further amended** by deleting the words "of the City of Hamilton, including full-time, part-time, permanent, temporary, casual, volunteers; and students, and including Members of Council"; and by adding the words "**at the Lodges, Hamilton Paramedic Service and the Red Hill Child Care Centre**", to read as follows:

#### SCOPE

This policy applies to all employees ~~of the City of Hamilton, including full-time, part-time, permanent, temporary, casual, volunteers; and students, and including Members of Council~~ **at the Lodges, Hamilton Paramedic Service and the Red Hill Child Care Centre.**

New Employees **at the Lodges, Hamilton Paramedic Service and the Red Hill Child Care Centre** will be subject to this policy as a condition of their employment contract with the City

of Hamilton. It requires Employees to be fully vaccinated against the COVID-19 virus and requires Employees to provide proof of vaccination satisfactory to the employer.

- (b) That the Operational Areas Subject to Differential Terms and Conditions Requirements for New Employees section of Appendix “A”, as amended, be **further amended** by deleting bullet points 5 and 6, in their entirety, as follows:

**Operational Areas Subject to Differential Terms and Conditions Requirements for New Employees**

- ~~fully vaccinated or provide proof of valid exemption satisfactory to the employer prior to their start date. By signing the conditional offer letter, they acknowledge and agree to comply with any future vaccine policy requirements as an ongoing condition of employment at the City of Hamilton.~~
- ~~All Members of Council are required to be fully vaccinated against COVID-19, unless subject to an approved exemption. Failure to comply will result in a condition of employment, new hires are required to provide proof that they are compliant to the Integrity Commissioner.~~

- (c) That the Requirements for Members of Council Additional Provisions section of Appendix “A”, as amended, be **further amended** by adding the following words “***That for the***” and “***at the Lodges, Hamilton Paramedic Service and the Red Hill Child Care Centre who are still***” to the following bullet point, to read as follows:

**Requirements for Members of Council Additional Provisions**

1. Providing Proof of COVID-19 Vaccination Status
  - ***That for the*** employees ***at the Lodges, Hamilton Paramedic Service and the Red Hill Child Care Centre*** who are still required to provide proof of their vaccination series approved by Health Canada and recommended by Ontario Ministry of Health by providing one of the following:

- (d) That the Requirements for Members of Council Additional Provisions section of Appendix “A”, as amended, be **further amended** by deleting the words “and Members of Council” from the following bullet points:

## Requirements for Members of Council Additional Provisions

### 2. Providing Proof of An Approved Exemption

- The City will comply with its human rights obligations and accommodate Employees ***and ~~Members of Council~~*** who are legally entitled to accommodation.
- Employees ***and ~~Members of Council~~*** are required to provide proof of their medical exemption by providing one of the following:
  - (e) That the Compliance section of Appendix “A”, as amended, be ***further amended***, by deleting the words “Non-compliance with the Policy by Members of Council will result in a complaint to the Integrity Commissioner”, as follows:

### COMPLIANCE

***~~Non-compliance with the Policy by Members of Council will result in a complaint to the Integrity Commissioner.~~***

- (b) That the Mandatory COVID-19 Vaccination Verification Policy applies to all ***City employees at the Lodges, Hamilton Paramedic Service and the Red Hill Child Care Centre***; and,
- (c) That Appendix “B” to Report HUR21008, remain confidential and not be released publicly.