

Vision: A welcoming place to live, grow and thrive
Mission: Facilitating growth, wellness, and prosperity through effective and forward-thinking leadership.

Council Meeting: September 13, 2021

Date: 09/09/21

TITLE: PANDEMIC MITIGATION POLICY

PREPARED BY: JOHN ENNS-WIND

DEPARTMENT: GENERAL GOVERNMENT

For Information

For Discussion

For Decision

RELATED TO STRATEGIC PLAN:

- Organizational Capacity

ATTACHMENTS:

1. Pandemic Mitigation Policy
2. Fredericton Fire Fighters Union

BACKGROUND

The COVID-19 pandemic is continuing with new variants arising and suppression of the virus proving elusive. The purpose of the policy is to provide staff and the public the confidence that the Town's operations will be sustainable throughout the pandemic and that staff, and the public are safe.

The province of New Brunswick has lifted all public health regulations.

Health Canada Guidelines say that vaccines help stop the spread of the virus that causes Covid 19.

The Occupational Health and Safety Act of New Brunswick says that an employer shall take every reasonable precaution to ensure the health and safety of their employees (Section 9 (c) (a)). The same act allows employees to refuse work that endangers his health or safety. (Section 19).

Of concern to the CAO is the legal jeopardy due to the Town being subject to the Charter of Rights and Freedoms. However, there is no commonly known creed or religion mandating a refusal of vaccines. Legitimate medical conditions, such as a cardiovascular condition, would require any employer, including the Town, to accommodate the condition.

COMMENT

The policy is a reasonable precaution to protect other employees and the public. There is significant cost to the community when individuals contract COVID-19 and are hospitalized. The Canadian Health Institute for Health Information (CIHI) has compared cost of hospitalization for COVID-19 and other illnesses.

Table #1: Average Estimated Cost of Hospitalization¹

COVID-10 with ICU Admission	>\$50,000
Kidney Transplant	\$27,093
COVID-19 both ICU and non ICU	\$23,111
Pneumonia	\$8,433
Heart Attack	\$7,446
Hospital Average (non COVID-19)	\$6,349
Influenza	\$4,959

FINANCIAL IMPLICATIONS

There is no known cost. The defined cost is the Town supporting sick time to prevent an outbreak within the Town.

The financial benefit of the policy is prevention.

RECOMMENDATION

That Council support the Pandemic Mitigation policy.

MOTION

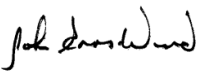
That the Council of the Town of Grand Bay-Westfield adopt the Pandemic Mitigation Policy. Effective September 20, 2021:

1. All employees are asked to demonstrate their vaccination status.
 - a. If an employee refuses to demonstrate their vaccination status or is not fully vaccinated, then they are to comply with the non-vaccinated protocol noted below in paragraph 3.
2. All employees (regardless of vaccination status) are to stay at home when they are presenting two or more symptoms of COVID-19.
 - a. If symptoms persist after three days, then the employee is to be tested.
 - b. The first three days will not be deducted from their accrued sick time upon proof of testing.
3. Those employees who are not fully vaccinated are to comply with the following protocols:
 - a. New employees must test prior to their start date.
 - i. This is to be completed on the employee’s time and expense.
 - b. All non-vaccinated employees must test on a weekly basis (once every 7 days).
 - i. This is to be completed on the employee’s time and expense.
 - ii. Proof of testing is required.
 - c. When not in their workstation, or their office, or if another person enters their workstation area or office employees must be masked at all times.
 - d. If physical distancing is not possible in an outdoor or indoor setting, such as during a meeting, or in a vehicle, then the employee must be masked.
 - e. Fire fighters who are not fully vaccinated, are not able to respond to calls.

¹ CIHI is an independent, not-for-profit organization that provides essential information on Canada’s health system and the health of Canadians. <https://www.cihi.ca/en>

- f. Any individual who presents and substantiates a valid legal justification for exemption from this paragraph on the basis of grounds listed under the New Brunswick Human Rights Code will be accommodated.
4. Visitors who have meetings, or walk in for a meeting, with staff are to remain masked as they walk through the common areas of the Town work spaces.
5. If physical distancing, 2 metres between people, can be safely maintained then visitors may remove their masks upon sitting.

APPROVAL

CAO: 

Date: 09/09/21