



BOARD REPORT

TO: Chair and Directors

File No: Policy A-84

SUBJECT: Policy A-84 COVID-19 Proof of Vaccination Policy Amendment

DESCRIPTION: Report from Jodi Pierce, Interim Chief Administrative Officer, dated August 5, 2022. Policy amendment for consideration by the Board.

RECOMMENDATION: THAT: the Board endorse the amendments to Policy No. A-84 "COVID-19 Proof of Vaccination Policy" and approve its inclusion into the CSRD Policy manual, this 18th day of August 2022.

SHORT SUMMARY:

At the July 21, 2022, Board meeting, staff gave the Board a verbal update on the status of the COVID-19 mandates and discussion ensued regarding the vaccine mandate. Staff have proposed amendments to the policy with respect to elected officials, contractors, paid on call volunteer firefighters and emergency management volunteers. The vaccine mandate has been removed for contractors and elected officials, although it remains to be encouraged. The mandate has also been suspended for all current and new recruits of paid on call volunteer firefighters and emergency management volunteers, however it remains in place for all current CSRD employees and potential new hires. However, masks will be required when in the CSRD building and while on CSRD business if not vaccinated.

VOTING:

Unweighted
Corporate



LGA Part 14
(Unweighted)



Weighted
Corporate



Stakeholder
(Weighted)



BACKGROUND:

In November 2021, while BC was still firmly in the middle of the pandemic, the Board adopted the COVID-19 Proof of Vaccination Policy to protect the health and safety of staff, elected officials and other personnel based on the science. Science tells us that COVID-19 vaccines are one of the best control measures available to prevent the spread of COVID-19.

While the spread of the virus and related variants are still occurring and the severity of illness is much lower than the earlier versions of the COVID-19 virus. CSRD staff have been polled and the results were provided to the CSRD Occupational Health and Safety Committee (OH&S Committee) who have recommended that the vaccine mandate remain for all current CSRD staff and any potential new hires to the CSRD.

The Team Leader, Protective Services polled the CSRD Fire Chiefs and the Fire Services OH&S Committee met and made a recommendation to the Employer that the vaccine mandate be suspended for all current paid on call firefighters and all new recruits. They would however, like to see this policy reviewed within six months or earlier dependent on recommendations from the Provincial Health Officer.

While science still affirms the need for vaccination in the fight against the spread of the COVID-19 virus and its related variants, it is the position of the Fire Chiefs and the firefighters that the risk to paid on call firefighters remains very minimal in that they are generally together for two hours per week and frequently that time is in an outdoor setting. Senior Management will support the staff recommendation

to keep the vaccine in place as staff work together for 37 hours per week and are frequently in face-to-face meetings.

With the upcoming local government elections, there are very few restrictions that would prohibit an individual from running as an elected official and vaccine mandates are not one of them. Therefore, it makes sense to remove the elected officials from the requirement to be vaccinated. However, as the CSRD is required to protect our staff under WorkSafeBC legislation, staff are asking the Board to support a statement be included in the policy that would require non-vaccinated elected officials to wear masks while in the building and/or in any environment where CSRD staff are present such as public hearings.

Furthermore, many local government and other government organizations have repealed their Vaccination Mandate policies, although the provincial government still has their policy in place for all staff, including wildfire staff.

POLICY:

A draft copy of the amended Policy A-84 is attached.

FINANCIAL:

There are no financial implications to this policy amendment.

KEY ISSUES/CONCEPTS:

The CSRD is responsible for protecting the health and safety of CSRD Personnel. Evidence has shown that COVID-19 vaccines are one of the best control measures available to prevent the spread of COVID-19.

IMPLEMENTATION:

If approved, the amended Policy A-84 will be included in the CSRD Policy Manual.

COMMUNICATIONS:

The amended Policy will be included in the CSRD Policy Manual once approved by the Board and posted to the CSRD website.

DESIRED OUTCOMES:

That the Board endorse the staff recommendation to amend CSRD Policy A-84 COVID-19 Proof of Vaccination Policy.

BOARD'S OPTIONS:

1. *Endorse the Recommendation(s).*
2. *Deny the Recommendation(s).*
3. *Defer.*
4. *Any other action deemed appropriate by the Board.*

Report Approval Details

Document Title:	2022-08-18_Board_HR_Policy A-84 COVID-19 Proof of Vaccination Policy Amendment.docx
Attachments:	- A-84 Proof of Vaccination Policy - August 2022.pdf
Final Approval Date:	Aug 9, 2022

This report and all of its attachments were approved and signed as outlined below:

A handwritten signature in black ink, appearing to read "Jennifer Sham". The signature is fluid and cursive, with the first name "Jennifer" and last name "Sham" clearly distinguishable.

Jennifer Sham