



Town of Amherst  
Special Council Meeting  
Agenda

Date: **March 4, 2022**  
Time: **12:00 pm**  
Location: **Council Chambers, Town Hall**

---

Pages

1. CALL TO ORDER
2. REQUEST FOR DECISION
  - 2.1. COVID-19 Vaccine Policy Repeal 1 - 5
3. ADJOURNMENT

# SYNOPSIS

## **Covid 19 Vaccination Policy Repeal**

---

The Province of Nova Scotia announced new guidelines and rules related to Covid-19 restrictions during a press conference on Wednesday, February 23<sup>rd</sup>.

One of the new changes is the removal of proof of vaccination requirements effective Monday, February 28<sup>th</sup>.

This has implications for our Vaccination Policy. We have always followed the guidance and the practice of the province throughout this pandemic and I believe that has been fair, consistent and served us well.

After reviewing the changes in the Health Protection Act Order dated February 28<sup>th</sup>, 2022 the only issue that staff have found around mandatory proof of vaccination is related to working in high-risk settings.

Based on the high-risk settings protocol, the requirement for mandatory proof of vaccination when entering these types of facilities would apply to Town of Amherst staff when working (provide a service) in a health care setting or school to provide a service.

### **MOTION:**

**That Council repeal the Covid 19 Vaccination Policy #4500-08.**



## AMHERST TOWN COUNCIL

RFD# 2022015

Date: March 4, 2022

---

**TO:** Mayor Kogon and Members of Council

**SUBMITTED BY:** Kimberlee Jones, Director of Corporate Communications and Community Well Being / Municipal Clerk

**DATE:** March 4, 2022

**SUBJECT:** Covid 19 Vaccination Policy Repeal

---

**ORIGIN:** Province of Nova Scotia Press Conference February 23, 2022

**LEGISLATIVE AUTHORITY:** MGA 48(3) In addition to matters specified in this Act or another Act of the Legislature, the council may adopt policies on any matter that the council considers conducive to the effective management of the municipality.

**RECOMMENDATION:** That Council repeal the Covid 19 Vaccination Policy #4500-08.

**BACKGROUND:** As you are all aware, the Province of Nova Scotia announced new guidelines/rules related to Covid-19 restrictions during a press conference on Wednesday February 23<sup>rd</sup>.

One of the new changes is the removal of proof of vaccination requirements effective Monday, February 28<sup>th</sup>. The excerpt from their press release is below:

*“On Monday, February 28, Phase 1 of the Province’s reopening plan will be adjusted to end the current requirement to show proof of full vaccination before participating in non-essential, discretionary events and activities. Other restrictions continue.”*

This has implications for our Vaccination Policy. We have always followed the guidance and the practice of the province throughout this pandemic and I believe that has been fair, consistent and served us well.

**DISCUSSION:** At this time, we are aware that Halifax Regional Municipality has removed their vaccine policy requirements. Bridgewater’s policy was set to go into effect on April 7<sup>th</sup> and has since been pulled. The County of Colchester voted this week to not proceed with their mandatory vaccination policy.





## AMHERST TOWN COUNCIL

RFD# 2022015

Date: March 4, 2022

The Town of Truro and CBRM both have similar language in their policies that state the policy is in effect until “NS Public Health determines the pandemic has ended and all restrictions and vaccination requirements have been lifted;”. Through communications with staff in those units we understand they will be further discussing their policies sometime this month.

After reviewing the changes in the Health Protection Act Order dated February 28<sup>th</sup>, 2022 the only issue that staff have found around mandatory proof of vaccination is related to working in high-risk settings.

Based on the high-risk settings protocol, the requirement for mandatory proof of vaccination when entering these types of facilities would apply to Town of Amherst staff when working (provide a service) in a health care setting or school to provide a service.

**FINANCIAL IMPLICATIONS:** There are none.

**SOCIAL JUSTICE IMPLICATIONS:** We have consistently followed the lead of the province during the pandemic and continuing to do so now could be seen as being fair and equitable.

**ENVIRONMENTAL IMPLICATIONS:** There are none.

**COMMUNITY ENGAGEMENT:** There has been none.

**ALTERNATIVES:** 1) Do not repeal the policy; 2) defer a decision pending more information; 3) do not repeal policy, and propose amendments

**ATTACHMENTS:** Covid 19 Vaccination Policy

---

Report prepared by:

Report and Financial approved by:



---

**DEPARTMENT:** All Town of Amherst Employees, Council, Board and Committee Members

**TITLE:** **COVID 19 VACCINATION POLICY**

Minutes reference date: October 14, 2021

---

**PURPOSE:**

The Town of Amherst is committed to providing a safe working environment for our employees, Council and members of the public with whom we interact with regularly. Protective measures within the workplace are the responsibility of the employer. The purpose of this policy is to provide the Town of Amherst's expectations and requirements of staff, Council, volunteers, Board and committee members with respects to COVID-19 vaccination requirements so as to protect all workers and the public we serve.

**POLICY STATEMENT:**

1. The Town of Amherst will require all employees, Council, volunteers, Board and committee members to be fully vaccinated against COVID-19 and provide proof of vaccination by December 15, 2021. Proof of vaccination records will be kept confidential and used only as required to administer the Policy.
2. The Policy applies to all Town of Amherst employees, Council, volunteers, Board and committee members regardless of workplace or worksite location, including those who are remote working.
3. Those who cannot be vaccinated based on an approved written medical exemption may request an exemption through the town's human resources officer, by providing the appropriate documentation from a qualified medical professional as determined by the Province of Nova Scotia. If the exemption is validated and accepted by the CAO, those people must participate in the Rapid Testing Program, and wear masks on an ongoing basis. At-home testing kits will be available at no cost to employees who are granted an exemption.
4. Any persons who fail to comply with any of the requirements by December 15, 2021 will be placed on an immediate unpaid leave of absence and may be subject to disciplinary action, up to and including dismissal.
5. Based on operational needs, positions vacated by the unpaid leaves of absence may be temporarily filled.

**DEFINITIONS**

- "fully vaccinated" means receipt of 1 dose of a vaccine authorized as a 1 dose vaccine series such as Janssen plus 14 days, or 2 doses of a vaccine authorized as a 2 dose vaccine series such as Pfizer, Moderna or AstraZeneca plus 14 days, or a complete series of any other World Health Organization authorized series of COVID-19 vaccine such as Sinopharm or Sinovac plus 14 days.

- “not fully vaccinated” means no receipt of any vaccine dose or receipt of 1 dose of a vaccine authorized as a 2 dose vaccine series such as Pfizer, Moderna or AstraZeneca plus 14 days.
- “vaccine” means a vaccine against COVID-19 that has been approved by either the Public Health Agency of Canada or the World Health Organization.