

THE CORPORATION OF THE MUNICIPALITY OF MAGNETAWAN

BY-LAW NO. 2021 - 55

BEING A BY-LAW TO MANDATE COVID-19 DOUBLE VACCINATION IN THE WORKPLACE

WHEREAS Section 9 of the *Municipal Act, S.O. 2001, Chapter M.25*, as amended, gives a municipality the capacity, rights, powers and privileges of a natural person for the purpose of exercising its authority under this or any other Act;

AND WHEREAS Section 10 (2) (1) of the *Municipal Act, S.O. 2001, Chapter M.25*, as amended, a single-tier municipality may pass By-laws respecting to the governance structure of the municipality and its local boards;

AND WHEREAS it is part of Council's responsibility to ensure that all of its employees and the public who interacts with them remain health and safe;

NOW THEREFORE the Council of the Corporation of the Municipality of Magnetawan enacts as follows:

1. THAT as of November 22, 2021, all employees of the Municipality of Magnetawan must be fully vaccinated against COVID-19, which will include any approved booster shots as required.
2. All employees are required to be fully vaccinated against COVID-19 for the duration of the pandemic while the *Reopening Ontario Act, 2020* remains in effect.
3. All employees are required to forward proof of vaccination to the CAO/Clerk. Proof means documentation verifying receipt of a vaccination series approved by Health Canada.

The only exception to the rule is employees who have a medical condition, confirmed by a doctor, which would prevent them from being vaccinated. Employees who cannot be vaccinated will be required, without exception to wear at all times while working an approved Municipality facial covering, present a doctor's note to the CAO/Clerk and will be required to present a negative COVID-19 test once a week at their cost. Proof of a medical reason for not being vaccinated against COVID-19 must include:

- a) The name of the employee
 - b) The name and contact information of the physician or registered nurse
 - c) Logo or letterhead identifying the physician or registered nurse
 - d) Statement that there is a medical reason for the employee's exemption from being fully vaccinated against COVID-19
 - e) The effective time-period for the medical reason
4. That an employee who fails to get fully vaccinated against COVID-19 will be subject to disciplinary procedures up to and including dismissal.


A medically exempt employee who fails to present a weekly negative COVID-19 test or fails to wear an approved Municipality facial covering will be subject to disciplinary procedures up to and including dismissal.

5. That the Municipality will maintain vaccination disclosure information, including doctor's and/or registered nurse's notes and documentation verifying receipt of a vaccination series approved by Health Canada, in accordance with privacy legislation. This information will only be used to the extent necessary for implementation of this By-law, for administering health and safety protocols, and infection and prevention control measures in the workplace.


6. THAT the CAO/Clerk of the Municipality of Magnetawan is hereby authorized to make any minor modifications or corrections of an administrative, numeric, grammatic, or descriptive nature or kind to the By-law as may be deemed necessary after the passage of this By-law, where such modifications or corrections do not alter the intend of the By-law.
7. THAT this By-law shall come into force and effect upon the date of October 13, 2021.

READ A FIRST, SECOND, AND THIRD TIME, passed, signed and the Seal of the Corporation affixed hereto, this 13th day of October, 2021.

**THE CORPORATION OF THE
MUNICIPALITY OF MAGNETAWAN**



Mayor



CAO/Clerk