

Will 5 Employees Receive Preferential Treatment?

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rate policy must be established, but the thrust of the discussion at the monthly meeting focused on how to treat the five employees who are not vaccinated. Councillors are elected officials governed by the Municipal Government Act (MGA). As such, enforcement options for noncompliance to a Mandatory Vaccination Policy are not the same for Council Members as they are for employees. More on the separate policy for councillors later in this story.

In a report to council, staff analysis revealed that "Unpaid leave" is the most common consequence codified in Policies throughout Nova Scotia for municipal employees (also includes contractors, consultants, committee members and persons visiting municipal property and work sites) that do not comply with a mandatory vaccination policy.

Vaccination Requirements/Timelines (taken from Federal Guidelines): 5.01 The expectation is that all employees will be Fully Vaccinated with a COVID-19 vaccine series approved by Health Canada by April 15, 2022. 5.02 If an employee is partially vaccinated by March 1, 2022, and will be completing their vaccination schedule in a timely manner, latitude will be provided. While this latitude may prevent an Unpaid Leave, partially vaccinated employees will be subject to temporary health and safety measures, such as mandatory testing and masking, during the period of time they remain partially vaccinated. 5.03 New Municipality of Colchester employees are required to be fully vaccinated against COVID-19 as a condition of hire by the Municipality of Colchester.

Most councillors participated in the discussion and we aware some staff might not be permitted to be vaccinated, due to medical reasons.

(We'll list a summary of a portion of the comments on an individual councillor basis):

Cooper: Commencing to think -getting vaccinated and booster for my own protection. This certainly will be one of the most difficult decisions we as a council will make.

Benoit: Concerned about causing someone to lose their income, because they refuse to be vaccinated. Need clarity on "how long" unpaid leave might last.

Sanderson: Need clarity on testing. Will contractors, consultants be required to provide proof of testing. If all vaccinated, why do we need a policy?

Parker: Take your heart out of the picture. Go with what others have done, otherwise does not look good. It is a tough one. some staff will be upset with others are perceived to receiving "special treatment". To whom would councillors provide proof of vaccination. If councillor restricted what about pay, workload, duties etc.

Johnson: At one point was thinking "why not mandate it?" If they leave because they don't want to be vaccinated, where else will they go?

Stewart: As business owner I had to show proof. Unless medical or religious reasons, we should enforce that all em-

Building a More Resilient, Innovative Inclusive Atlantic Economy

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December 31, 2021, ACOA had committed a total of almost \$44 million through the Canada Community Revitalization Fund (CCRF), the Jobs and Growth Fund, and the Aerospace Regional Recovery Initiative (ARRI) to eligible applicants. ACOA is also supporting Atlantic Canada's hard-hit tourism sector through the Tourism Relief Fund (TRF), which includes an allotment specifically dedicated to Indigenous tourism initiatives and projects.

Throughout 2021, ACOA provided support to 365 tourism organizations and businesses, protecting over 3000 tourism-related jobs and creating 169 new tourism jobs across the region.

Through its regular suite of programs, ACOA also delivered

over \$174 million to Atlantic businesses and organizations, driving economic growth and building on the region's competitive strengths in priority sectors like automation and digitalization, food and beverage, ocean, clean growth, and the start up economy.

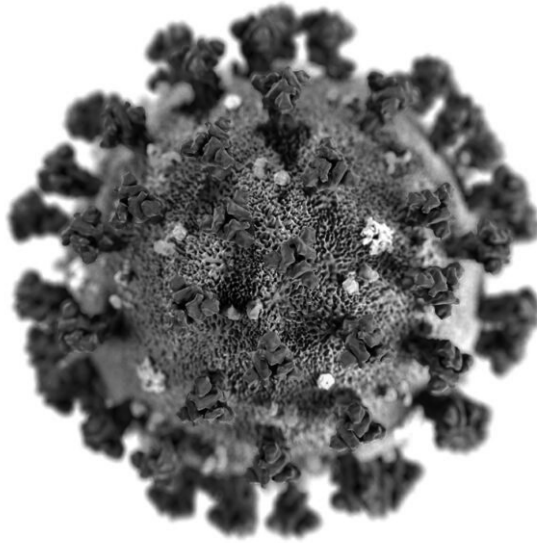
Growing an inclusive economy: ACOA investments also reflected the Government of Canada's commitment to grow a more inclusive economy and a stronger future for all Canadians. Across the Agency's suite of programs and initiatives in 2021, ACOA provided almost \$10 million in support for Indigenous projects, more than \$19 million for women-led projects, \$66 million for youth-focused projects, and over \$5 million through the Black Entrepreneurship Program.

Across the provinces:



employees must be vaccinated. Give employees 60 days to get vaccinated, or off on non-paid leave.

Boutilier: Do not want to see someone on 'unpaid leave', We must ask "what will the other 125 employees think?" Not a problem if for medical reasons they can't be vaccinated.



County Solicitor, Dennis James: Agree with Cooper - everyday scratching their head. Things are changing so fast. Recommended in couple of weeks start to look at the mandatory aspect. In looking at all situations about the complexities all governments are suggesting vaccinations are the best protection. Strong consensus in medical fields that vaccinations are the best protection and if followed, would reduce some of the possibilities of liability.

One area concerning vaccinations is the potential legal liability from potential lawsuits, from vaccinated staff, who might become infected by a "non-vaccinated" co-worker. All councillors agree they don't want to cause someone to lose their income, but in the larger pictures, they need to decide which way lessens legal liability, and also consider the action taken by 125 of the 130 employees to become vaccinated.

Staff will develop a separate policy to cover councillors. It has not been decided if a councillor (future or current) is not vaccinated, could they be prohibited in doing councillor business; removed from committees; pay interrupted, or forced to resign.

Council agreed to give authority to February 10th com-

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