

AVENUE II COVID-19 PANDEMIC PLANNING MANUAL

TOPIC: Pandemic Planning Protocols	SUBJECT: COVID-19 Vaccination	Code: PPP010
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COVID-19 VACCINATION

PURPOSE:

The COVID-19 pandemic has caused significant morbidity and mortality. Clients supported with certain pre-existing medical conditions are at a higher risk for more severe symptoms after contracting COVID-19.

The vaccines currently approved in Canada have been shown to be safe and effective against symptomatic COVID-19.

It is the responsibility of Avenue II to ensure the health and safety of clients as well as employees, and students who perform services on behalf of the Employer.

Avenue II aims to:

- Provide protection to employees, people supported, volunteers and students against COVID-19,
- Inform employees, clients, and students of their immunization options and potential consequences for non-immunization,
- Play an integral role in safeguarding the health and safety of our employees, clients, students, families, colleagues, visitors, and the community at large during the pandemic by following all directives, guidance and legislation in relation to COVID-19.

POLICY:

When COVID-19 vaccines become available to employees, Avenue II strongly encourages employees, receive the COVID-19 vaccination.

If employees are working when notified of an appointment for the vaccine, they will be accommodated and will be provided paid time to obtain the vaccine. Those not working at the time, will attend on their own time.

Employees will provide a record of 1st and 2nd dose of the vaccination to the Human Resources Officer. Failure to provide proof will result in the employee being noted as not having received the vaccine.

ACCOMMODATION:

Should employees decline the COVID-19 vaccination, once available to them, for reasons related to disability, creed or any other grounds protected by the Human Rights Code, Avenue II requests that such personnel identify to Avenue II that declining the COVID-19 vaccine was based on a ground protected by the Human Rights Code. Avenue II reserves the right to ask for information to substantiate the grounds, further to the normal workplace accommodation process. See Policy HR038 for additional information.

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ALTERNATIVES TO VACCINATION (NON-CODE GROUNDS):

Employees

If Employees do not receive the COVID-19 vaccination, once it is available to them, for reasons unrelated to a protected ground under the Human Rights Code, the response will be determined with reference to each circumstance. Considerations will include but are not limited to:

- recommendations by Public Health, service agreements or contractual obligations with partnering entities,
- relevant legislation,
- the employment contract,
- the collective agreement,
- the type of work performed (whether it is direct support, work in a congregate care setting, individualized support, administration/office work),

- Whether there is an outbreak in the workplace, and the present community risk level (the zone that applies in the region and whether the area has a high rate of infection). For those employees who do not receive the COVID-19 vaccination for reasons unrelated to a protected ground under the Human Rights Code, alternatives to vaccination may include one or a combination of the following:
 - Enhanced Personal Protective Equipment (PPE)
 - Regular COVID testing
 - Reassignment: employees may not be permitted to work with clients (either those at high risk of susceptibility to COVID-19 or all clients).
 - Temporary remote work where applicable.
 - Modifications to the work/service/support performed where applicable.
 - Modification to the work environment,
 - Modified hours,
 - Temporary, unpaid leave of absence during this time. Unvaccinated employees may be permitted to use any unused vacation, personal days, floats and lieu.

Other COVID-19 Protective Measures:

All Avenue II polices with respect to COVID-19 protective measures continue to apply to all vaccinated and unvaccinated employees. Vaccinations do not replace PPE, handwashing, cough hygiene and social distancing. PPE and all COVID-19 precautions continue to be in effect unless otherwise directed.

Review of Policy

This policy will be regularly reviewed and updated to reflect the latest scientific research, guidance and legislation from the Ontario government, the federal government, Ministry of Health, the Public Health Agency of Canada, Public Health Ontario, Local Health Units, any other relevant health bodies and MCCSS.