

October 5, 2021

City of Red Deer COVID-19 Immunization Corporate Administrative Policy 2224-CA

On Tuesday, October 5, 2021, The City of Red Deer implemented the COVID-19 Immunization Policy for employees and volunteers.

1. **Why is The City implementing the COVID-19 Immunization Policy?**

The City is implementing this policy to provide an added layer of protection for our staff to keep them and our community healthy while also protecting our healthcare system. Evidence-based data shows being fully immunized is an effective way to reduce the risk of being hospitalized from COVID-19. The City will use every reasonable precaution to safeguard employees from the risks of COVID-19.

2. **Who is required to be immunized?**

The COVID-19 Immunization Policy applies to all City of Red Deer employees and volunteers, with the exception of temporary workers hired solely for an election, and is not intended to replace/reduce any current departmental COVID Immunization/Vaccination Policies or Provincial/organizational COVID-19 measures in place.

3. **Will new hires have the same requirements?**

Yes, new employees will have to comply with the COVID-19 Immunization Policy.

4. **Which policy does Emergency Services staff need to follow?**

Emergency Services staff covered by the Emergency Services Department Administrative Policy - COVID-19: Mandatory Vaccination will be required to comply with the Emergency Services Policy. Emergency Services staff that the Department Administrative Policy does not apply to will follow the Corporate Administrative – Covid-19 Immunization Policy

5. **Are contractors required to follow this policy?**

The COVID-19 Immunization Policy applies only to City of Red Deer employees and volunteers. The City will not be requiring proof of vaccination from its contractors, suppliers or partners at this time, but we expect that all workers on our sites continue to adhere to all legislated public health restrictions including physical distancing, masking and not attending the worksite while experiencing symptoms of COVID-19. If this creates significant operational concerns for a specific contract situation, the contract manager is encouraged to discuss with Legal Services to determine if there may be other options for working a requirement into a current or upcoming contract.

6. **What is the deadline be fully immunized?**

All employees are required to be Fully Immunized against COVID-19 with a COVID-19 vaccine series by **Sunday, November 28, 2021**. This timeline allows a reasonable amount of time for unvaccinated or partially-vaccinated staff to schedule and receive the required doses by the deadline. Below are timelines, depending on whether receiving a single-dose or multi-dose vaccine.

- a. **Single Dose:** Must be vaccinated on or before November 13, 2021 to be fully immunized by November 28, 2021.
- b. **Two Dose Vaccine Series:** Must receive first dose on or before Friday October 15, 2021. A second dose must be scheduled on or before November 13, 2021 to be fully immunized by November 28, 2021.

- 7. What if an employee is already immunized?**
Staff who are fully immunized can submit their immunization records to Human Resources, preferably as soon as possible but no later than November 19, 2021.
- 8. Is The City providing time off work for employees to get vaccinated?**
Yes, employees are able to take up to three (3) hours paid time to get each dose of COVID-19 vaccination as per the Provincial vaccination pay legislation.
- 9. What are the approved vaccinations?**
A list of the Health Canada approved vaccinations can be found here [COVID-19 Vaccines: Authorized vaccines - Canada.ca](#).
- 10. What if an employee intends to get vaccinated, but will miss the deadline?**
Any CORDE employee that is not Fully Immunized by **November 28, 2021** or has not provided proof of being Fully Immunized will be required to comply with COVID-19 rapid antigen testing requirements at their own cost.
- 11. If an employee has already had COVID-19, are they considered fully immunized in accordance with the COVID-19 Immunization Policy?**
No, to be considered fully immunized employees must have:

 - received two doses of a vaccine considered valid by Health Canada in a two dose COVID-19 vaccine series or one dose of a vaccine considered valid by Health Canada in a one dose COVID-19 vaccine series; and
 - had fourteen days elapse since the date on which the person received the second dose of the COVID-19 vaccine considered valid by Health Canada of a two dose series or one dose of the COVID-19 vaccine considered valid by Health Canada in a one dose vaccine series.
- 12. What happens if an employee is not fully immunized by November 28, 2021?**
Employees who are not fully vaccinated by November 28, 2021 will need to comply with ongoing COVID-19 rapid antigen testing requirements at the employee's own cost.
- 13. What if an employee cannot get immunized?**
Employees who are not able to obtain a COVID-19 vaccine for a documented medical exemption or reason related to a protected ground set out in the Alberta Human Rights Act, can request accommodation through the Human Resource department.
- 14. What if an employee chooses to not get immunized?**
Employees who decline the vaccine or decline disclosure of immunization status will need to submit ongoing COVID-19 rapid antigen testing results within 72 hours of the start of shifts, at the employee's own cost, on their own time, starting on Monday, **November 29, 2021**.
- 15. What if an employee does not comply with the policy?**
Any employee refusing to comply with this policy may be subject to disciplinary action, up to and including dismissal.
- 16. What if an employee falsifies information?**
Any employee providing false or misleading information, may be subject to disciplinary action, up to and including dismissal.

17. Is the COVID-19 Immunization Policy going to change in the future?

The policy will be monitored throughout the COVID-19 pandemic to be determine if or when changes are made.

18. What other new workplace safety measures is CORD considering and/or implementing?

The City will continue to closely monitor its COVID-19 risk mitigation strategy and the evolving public health information and context, to ensure that it continues to optimally protect the health and safety of employees in the workplace and the public that they serve. If it is determined that additional precautions are necessary, CORD may decide to deploy new measures to protect employees and the public from COVID-19, and may amend this policy accordingly and/or communicate the required precautions to impacted employees.

19. Does being fully immunized exempt employees from pre-shift symptom screening and other workplace controls (wearing a mask, physical distancing, frequent hand sanitizing, etc.) while in the workplace?

No. Employees who are fully immunized or who have an approved exemption are still required to adhere to all other City of Red Deer workplace COVID-19 hazard controls. This policy applies an added layer of protection for our City of Red Deer staff, but does not eliminate the risk of spread on it's own. We will maintain current Provincial and organizational measures in place until further notice.

20. Will the City be offering rapid antigen testing?

The City will not be offering on-site testing.

21. Does the COVID-19 Immunization Policy apply to members of City Council?

No, this policy does not apply to The City of Red Deer Mayor or Council members. Council would need to pass a resolution to impose a policy for themselves.

22. With the upcoming election, when would Council be able to consider implementing a policy for themselves?

As there will be a new Council following the municipal election on October 18, there would not be any consideration of implementing a policy for City Council until the new Council has been sworn in.