

Proof of COVID19 Vaccination Policy London Transit Commissioners

Since the onset of the pandemic, the health and safety of all employees and customers has been London Transit's top priority in accordance with employer obligations under the Occupational Health and Safety Act. The COVID-19 Safety Plan is updated as health guidance has evolved, and all efforts have been made to ensure that London Transit practices and procedures are aligned with these changes, taking every precaution to prevent the spread of COVID-19.

Vaccination is a key element in the protection of employees against the hazard of COVID-19. This policy is designed to maximize COVID-19 vaccination rates among LTC employees as a control measure that will reduce the transmission of COVID-19 in the workplace and protect employees against serious illness.

Given the widespread circulation of the Delta variant in our community, the Middlesex-London Medical Officer of Health has strongly recommended all employers and business operators to ensure that employees and on-site contractors/consultants are fully vaccinated if eligible. As such London Transit has implemented an Administrative Proof of COVID-19 Vaccination Policy which applies to London Transit employees, contractors and consultants.

In addition to this policy, the Commission has adopted a similar policy that applies specifically to appointees to the London Transit Commission, the details of which are set out below.

1. Scope

The purpose of the Proof of COVID-19 Vaccination Policy is to reduce the risk of COVID-19 in the workplace and to provide a safe environment for employees and customers. As such, London Transit requires all Commissioners to provide an attestation confirming their compliance with one of the following:

- i) Fully vaccinated against COVID-19; or
- ii) Exempt due to a medical reason from a licensed physician as to why they cannot be vaccinated against COVID-19; or
- iii) Exempt due to a non-medical reason protected by the Ontario Human Rights Code for not being fully vaccinated against COVID-19

The Policy is indefinite in nature to address the risks and impacts of the COVID-19 pandemic, noting the duration of the pandemic is unknown. The Policy will be reviewed on a regular basis and amended as required as new information, data, and public health guidance regarding the COVID-19 pandemic evolves.

2. Legislative Framework

- Occupational Health and Safety Act, R.S.O. 1990, c.0.1
- Human Rights Code, R.S.O. 1990 c. H. 19 ("Ontario Human Rights Code")
- Municipal Freedom of Information and Protection of Privacy Act, R.S.O. 1990 c. M.56 ("MFIPPA")

3. Application

This policy applies to all appointees to the London Transit Commission.

- *Fully vaccinated* means having received the full series of a COVID-19 vaccine or a combination of COVID-19 vaccines approved by Health Canada; and having received the final dose of the COVID-19 vaccine at least 14 days ago.
- *Vaccinate* means to be "fully vaccinated".

4. Policy

All LTC Commissioners shall provide a written and signed attestation confirming their compliance with one of the following by November 12, 2021:

- i. Fully vaccinated against COVID-19; or
- ii. Exempt due to a medical reason from a licensed physician as to why they cannot be vaccinated against COVID-19; or
- iii. Exempt due to a non-medical reason protected by the Ontario Human Rights Code for not being fully vaccinated against COVID-19

5. Collection of Information and Privacy Considerations

All information gathered as part of the Proof of COVID-19 Vaccination Policy will be handled by the General Manager and only for the purposes outlined in the policy.

All information, including personal health information, will be treated in compliance with the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA).



**LONDON TRANSIT
COMMISSIONER COVID-19 VACCINATION POLICY ATTESTATION**

Effective November 12, 2021, all Commissioners who will attend LTC premises and/or who interact with LTC employees on LTC property must complete the following attestation, confirming their compliance with London Transit's Proof of COVID-19 Vaccination Policy.

Commissioners that do not comply with these requirements will be restricted from LTC property and will be required to participate in meetings remotely.

DECLARATION:

I attest that I meet one of the following criteria as set out in London Transit's Proof of COVID-19 Vaccination Policy.

- i) Fully Vaccinated (have received the full series of a COVID-19 vaccine approved by Health Canada, and have received the final dose at least 14 days ago); or
- ii) Exempt from vaccination due to a medical reason from a licensed physician confirming such reason is consistent with the recognized medical exemptions as set out by the Ontario College of Physicians and Surgeons; or
- iii) Exempt from vaccination due to a non-medical reason protected by the Ontario Human Rights Code

I understand that failure to meet one of the above criteria will preclude me from attending any LTC facility or working directly with LTC employees.

Date: _____

Signed: _____

Name: _____