



Special Meeting Agenda City Council

The Corporation of the City of Brampton

Date: September 1, 2021

Time: 12:00 p.m.

Location: Council Chambers - 4th Floor, City Hall - Webex Electronic Meeting

Members:

Mayor Patrick Brown

Regional Councillor R. Santos	Wards 1 and 5
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Regional Councillor P. Vicente	Wards 1 and 5
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City Councillor D. Whillans	Wards 2 and 6
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Regional Councillor M. Palleschi	Wards 2 and 6
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City Councillor J. Bowman	Wards 3 and 4
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Regional Councillor M. Medeiros	Wards 3 and 4
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City Councillor C. Williams	Wards 7 and 8
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Regional Councillor P. Fortini	Wards 7 and 8
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City Councillor H. Singh	Wards 9 and 10
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Regional Councillor G. Dhillon	Wards 9 and 10
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NOTICE: In consideration of the current COVID-19 public health orders prohibiting large public gatherings and requiring physical distancing, in-person attendance at Council and Committee meetings will be limited to Members of Council and essential City staff.

Limited public attendance at meetings may be permitted by preregistration only (subject to occupancy limits). It is strongly recommended that all persons continue to observe meetings online or participate remotely. To register to attend a meeting in person, please [complete this form](#).

For inquiries about this agenda, or to make arrangements for accessibility accommodations for persons attending (some advance notice may be required), please contact: Terri Brenton, Legislative Coordinator, Telephone 905.874.2106, TTY 905.874.2130 or e-mail cityclerksoffice@brampton.ca

Note: Meeting information is also available in alternate formats upon request.

1. **Call to Order**

Note: The City Clerk will conduct a roll call at the start of the meeting.

2. **Approval of Agenda**

3. **Declarations of Interest under the Municipal Conflict of Interest Act**

4. **Delegations**

*4.1. Delegations re. COVID-19 Vaccination Policy:

1. Frank Vani, President, Amalgamated Transit Union (ATU) Local 1573, and

2. Fabio Gazzola, President, Canadian Union of Public Employees (CUPE) Local 831

See Item 6.1

5. **Reports from Corporate Officials**

6. **Business Related to COVID-19**

6.1. Discussion Item at the Request of Mayor Brown re. COVID-19 Vaccination Policy

*6.2. Correspondence (dated August 25, 2021) from Dr. Lawrence Loh, Medical Officer of Health, Regional Municipality of Peel re. Strong recommendation for all businesses to address employee vaccination in your COVID-19 workplace safety plan

*6.3. Correspondence (dated August 31, 2021) from Janice Baker, Chief Administrative Officer, Regional Municipality of Peel re. Region of Peel Employee Vaccination Policy

*6.4. Correspondence (dated August 20, 2021) from Frank Vani, President, Amalgamated Transit Union (ATU) Local 1573, re. Mandatory Vaccination Policy

*6.5. Correspondence (dated August 31, 2021) from Dr. Naveed Mohammad, President and CEO, William Osler Health System, re. COVID-19 Vaccination Policy

7. **Public Question Period**

15 Minute Limit (regarding any decision made at this meeting)

During the meeting, the public may submit questions regarding decisions made at the meeting via email to the City Clerk at cityclerksoffice@brampton.ca, to be introduced during the Public Question Period section of the meeting.

8. **Closed Session**

- *8.1. Open Meeting exception under Section 239 (2) (d) of the Municipal Act, 2001:

Labour relations or employee negotiations - **COVID-19 Vaccination Policy**

- *8.2. Open Meeting exception under Section 239 (2) (f) of the Municipal Act, 2001:

Advice that is subject to solicitor-client privilege, including communications necessary for that purpose - **COVID-19 Vaccination Policy**

9. **Confirming By-law**

- *9.1. By-law 182-2021 – To confirm the proceedings of Council at it Special Meeting held on September 1, 2021

10. **Adjournment**

Next Meetings:

Wednesday, September 15, 2021 – 9:30 a.m.

Wednesday, September 29, 2021 – 9:30 a.m.

August 25, 2021

To all Employers and Workplaces in Peel Region,

Re: Strong recommendation for all businesses to address employee vaccination in your COVID-19 workplace safety plan

**Health
Services**

Office of the
Medical Officer
of Health

PO Box 667
RPO Streetsville
Mississauga, ON
L5M 2C2
tel: 905-799-7700

peelregion.ca

As the Medical Officer of Health, I strongly recommend that all employers in Peel review and update their COVID-19 workplace safety plans, which is required under the *Reopening Ontario Act*, to:

- **include promotion of COVID-19 vaccination to workers,**
- **outline actions for unvaccinated workers, and**
- **speak to identifying workers' vaccination status for outbreak prevention and control.**

Your workplace safety policy should include:

- An assessment of risk of COVID-19 exposure in your workplace and actions to be taken based on this risk.
- Specific measures that workers must take, which, if requiring vaccination, may require workers to provide:
 - Proof of a complete vaccination series approved by Health Canada or the World Health Organization; OR
 - If unvaccinated, written proof of a medical reason, from either a physician or nurse practitioner, that also includes whether the reason is permanent or time-limited.
- How you will protect privacy if using employee vaccination status to take actions to mitigate COVID-19 risk?
- Specific measures that you may implement during an outbreak in the workplace, which may depend on vaccination status.
- Specific plans for additional infection prevention and control measures to prevent COVID-19 transmission to unvaccinated workers. These may include COVID-19 testing, strict adherence to and enforcement of masks/personal protective equipment, physical distancing and appropriate ventilation.

Note: These strong recommendations are not intended to replace or conflict with provincial or federal legislation or directives, including [Directive 6](#). Occupational health and safety in Ontario is within the scope of the Ministry of Labour, Training and Skills Development. Other statutes and considerations may also apply.

This letter should not be considered legal advice. For specific questions on policy development or enforcement, employers should consider seeking their own legal advice for their employment law circumstances.

**Health
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PO Box 667
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tel: 905-799-7700

peelregion.ca

As Medical Officer of Health, I recognize the value of an open economy and know the negative impact of closures. Vaccination is currently our best defense against severe illness or death from COVID-19 and may also support short and long-term business continuity, and a safer workplace environment. Thank you in advance for your cooperation.

Sincerely,



Lawrence C. Loh, MD, MPH, FCFP, FRCPC, FACPM (*he/his*)
Medical Officer of Health

**Office of
the Chief
Administrative
Officer**

10 Peel Centre Dr.
Suite A
Brampton, ON
L6T 4B9
Tel: 905-791-7800

peelregion.ca

August 31, 2021

Peter Fay, City Clerk
City of Brampton
2 Wellington St. West
Brampton ON L6Y 4R2

Dear Peter,

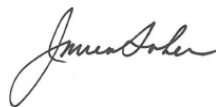
Thank you for the invitation to update Council on the Region of Peel's Employee Vaccination policy for our staff. Our Executive Leadership Team (ELT) met last week and approved the development of an Employee Vaccination Policy in order to maintain a safe and protected workplace. This policy is important because as a responsible employer, we want to encourage employees to get vaccinated, and we must protect all of our employees from COVID-19. In addition to this, we are continuing with a Remote First policy to the end of the year, and all staff who are required to be onsite must wear a mask and keep a distance of two metres while in the workplace.

The policy will require all Regional employees to disclose their COVID-19 vaccination status and will be in effect by the end of October. We continue to work closely with our Human Resources, Legal, and departmental teams on this complex issue and it will require some time to build the administrative supports for this policy to go live. The following requirements will be included:

- All regional employees must disclose and provide documentation on their vaccination status
- Those who are not fully vaccinated will be required to complete educational programming about the benefits of the Covid-19 vaccination and provide negative COVID tests on a schedule to be determined prior to entering any Regional workplace.

A comprehensive Policy and supports are expected to be available by mid-September. I know that our Human Resource leaders are in regular contact and working together to ensure alignment with our three local municipalities.

Sincerely,



Janice M. Baker FCPA FCA
Chief Administrative Officer
Region of Peel



**AMALGAMATED TRANSIT UNION
LOCAL 1573**

16 Regan Road, Unit 48, Brampton, ON L7A 1C1
Phone: 905-455-3660 • Fax: 905-455-5711
Email: president@atu1573.org
Website: www.atu1573.org



August 20, 2021

His Worship Patrick Brown
Mayor, City of Brampton
Office of the Mayor and City of Brampton Council Office
2 Wellington Street West
Brampton, ON L6Y 4R2

RE: Open Letter Re Mandatory Vaccination Policy

Dear Mayor Patrick Brown and the City of Brampton Council Office,

We are writing to you on behalf of all employees of the Transit Division of the Corporation of the City of Brampton, represented by the Amalgamated Transit Union, Local 1573.

With this letter we want to thank you for your demonstrated commitment to our members' rights and freedoms that have come under attack under the guise of combating COVID-19.

As you are aware, recently several public corporations have announced the introduction of mandatory vaccination policies for their employees. We would like to use this opportunity to express our vehement opposition to such practices. We strongly believe that mandating such a highly invasive medical procedure, as a vaccine, the effects of which are still being studied, is an affront to the rights of all workers and violates, among others, labour, human rights, privacy, and Charter protections.

We recognize the responsibility put on your office in the current epidemiological situation. Despite and because of it, we trust that you will remain true to the democratic values of freedom and equality, which underpin the fabric of our country and your office.

As our Mayor, in deciding the best way to address the pandemic, we rely on you to make a choice towards protection of these foundational rights and not against them.

In light of this, we commend your office's decision not to introduce mandatory vaccination policies and remain hopeful that together we can successfully fight against the pandemic without resorting to unacceptable violations of workers' rights.

Kind regards,

Frank Vani,

President of the ATU, Local 1573

frank.vani@atu1573.org

cc: Frank Vani, Jane Metras-Smith, Rowena Santos, Paul Vicente, Doug Whillans, Michael Palleschi, Jeff Bowman, Martin Medeiros, Charmaine Williams, Pat Fortini, Harkirat Singh, Gurpreet Dhillon



August 31, 2021

Mayor Patrick Brown
Members of Brampton City Council
City of Brampton
2 Wellington Street West
Brampton, ON L6Y 4R2

Dear Mayor Brown and Members of Brampton City Council:

Thank you for reaching out regarding the September 1 special meeting of Council to discuss a COVID-19 Vaccination Policy for the City of Brampton.

While Osler is unable to participate in the meeting, we are sharing Osler's Mandatory COVID-19 Vaccination Policy for your information, outlined below.

The Policy is:

Following the Chief Medical Officer of Health's directive to hospitals and other health care organizations, William Osler Health System (Osler) makes it mandatory for all who work in our facilities – staff, physicians, volunteers, students, medical learners, contractors and service providers – to be fully vaccinated against COVID-19, effective November 7, 2021.

Only those with an approved documented exemption (e.g., medical) will be excluded from mandatory vaccination. Those who choose not to be vaccinated or those with exemptions will be required to undergo rapid antigen COVID-19 testing until the updated policy comes into effect on November 7.

As we continue to do everything possible to protect our patients, all who work in our facilities, and the community against COVID-19, our Vaccination Policy advances these efforts.

Osler is also one of 14 hospitals within Ontario Health's Central Region committed via letter of intent to work together on a shared, collaborative and progressive regional approach to implementing mandatory COVID-19 vaccination policies. Along with our peer hospital colleagues, we believe we have a responsibility to take every available step to prevent hospitalizations and deaths associated with COVID-19 and to support recovery of the health system from the pandemic.

Osler continues to do everything possible to protect our patients, everyone who work at Osler, and the community against COVID-19.

If we can be of assistance, please do not hesitate to reach out.

Sincerely,

Dr. Naveed Mohammad
President and CEO



THE CORPORATION OF THE CITY OF BRAMPTON

BY-LAW

Number _____ - 2021

To confirm the proceedings of Council
at its Special Meeting held on September 1, 2021

The Council of The Corporation of the City of Brampton ENACTS as follows:

1. THAT the action of the Council at its Special Meeting of September 1, 2021 in respect to each report, motion, resolution or other action passed and taken by the Council at its meeting, is hereby adopted, ratified and confirmed, as if each resolution or other action was adopted, ratified and confirmed by its separate by-law; and
2. THAT the Mayor and the proper officers of the city are hereby authorized and directed to do all things necessary to give effect to the said action, or to obtain approvals where required, and except where otherwise provided, the Mayor and the Clerk are hereby directed to execute all documents necessary in that behalf and to affix the corporate seal of the City to all such documents. Where the subject matter of any such action is within a sphere or jurisdiction assigned to The Corporation of the City of Brampton pursuant to section 11 of the Municipal Act, 2001, the authority granted by this section includes the use of natural person powers under section 8 of the Municipal Act, 2001; and
3. THAT this by-law, to the extent to which it provides authority for or constitutes the exercise by the Council of its powers to proceed with, or to provide any money for, any undertaking, work, project, scheme, act, matter or thing which requires an approval in addition to the approval of the Council, shall not take effect until the additional approval has been obtained.

Dated at the City of Brampton this 1st day of September, 2021.

Patrick Brown, Mayor

Peter Fay, City Clerk