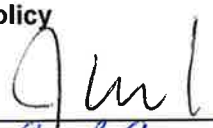



Leamington Mennonite Home
Long Term Care & Retirement Residence

POLICY AND PROCEDURE

CATEGORY: Personnel	SUBJECT: COVID-19 Mandatory Vaccine Policy	SECTION: C POLICY: 9
DATE: September 10, 2021	Administrator's Signature:  Director of Care's Signature: 	

COVID-19 MANDATORY VACCINE POLICY

POLICY:

In order to ensure the safety of staff, residents, volunteers, students, contractors, and visitors from the COVID-19 virus, the Leamington Mennonite Home has mandated a mandatory COVID-19 vaccination policy. In compliance with the Occupational Health and Safety Act, employers have the duty to keep all employees safe. Mandatory COVID-19 vaccinations will apply to all staff, students, contractors, and visitors within the Home. All staff, volunteers, students, and contractors are to comply with this policy except those with a documented Medical Doctor's note of exemption or an approved religious exemption.

PROCEDURE:

The Leamington Mennonite Home shall ensure that all employees comply by completing one of the following:

1. Provide proof of vaccination – two doses of a Health Canada-approved COVID-19 vaccine. Proof of both doses is required, and further boosters if recommended.
2. Staff, volunteers, students, and contractors will have two weeks to state their intentions and receive their first dose of a COVID-19 vaccine or provide an approved exemption from initiation of this policy. If they choose not to get vaccinated or provide an approved exemption, they will be placed on an unpaid leave until full vaccination has occurred or until pandemic is declared over.
3. All staff, volunteers, students, and contractors will still need to be rapid antigen tested (RAT) prior to their shift/visit/job until second dose is received. For those with an approved exemption, they will continue to be RAT tested prior to each shift or entry into the Home.
4. Staff, volunteers, students, and contractors will have four weeks from first dose to receive their second dose of the COVID-19 vaccine. If proof is not received, they will be placed on an unpaid leave until full vaccination has occurred or until the pandemic is declared over.
5. For a medical exemption, written proof of a medical reason, provided by a physician that states:
 - a. That the person cannot be vaccinated against COVID-19, and
 - b. The effective time period for the medical reason

Timeframes for medical notes will be tracked in the form of a spreadsheet.

6. A religious exemption must be obtained by a pastor/priest, and the Leamington Mennonite Home Religious Exemption Form must be completed by a pastor/priest and returned to the Home for review and approval.
7. All new hires must be fully vaccinated for COVID-19 prior to being hired.