

March 3, 2022

Dear Mr. Twolan and Huron-Kinloss Councilors,

I am writing in regard to the vaccination policy that was passed at the council meeting on February 22<sup>nd</sup>. As I understand the policy states that all new hires must be fully vaccinated against Covid-19 and provide proof as a condition of employment, no exceptions.

With the province lifting many of their mandates including the vaccine passports as of March 1<sup>st</sup>, and Dr. Moore's announcement stating that the period of highest COVID-19 risk is over and this means that vaccination policies are no longer necessary. I believe council should reconsider amending this policy.

I understand that this policy is expected to be reviewed after 90 days, but this will be too late for your summer student hires (and potentially other employment opportunities).

Some items to consider include:

- The COVID-19 vaccine does not provide innate immunity. With the recent wave of COVID-19, it has been proven that both vaccinated and unvaccinated individuals can contract and spread this virus.
- In regard to summer students specifically:
  - Young healthy individuals are less likely to get severely ill from COVID-19
  - Most opportunities are in an outdoor environment, making social distancing very easy, and where it is not, masks and other safety measures are still required in indoor settings, limiting chance of transmission.
  - I understand one of the concerns was new hires can not be sent away for training as the vaccine passport was required to enter most facilities – this is no longer the case across the board, and I believe most of the student training is done in house.

I am asking that given recent changes in recommendations from Public Health council revisit and amend the vaccination policy at the next council meeting.

Kind Regards,

Stefanie Farrell