

Mountain Fire Protection District Policy

Effective Date January 1, 2022

BACKGROUND

The Covid-19 pandemic has resulted in significant health and safety risks for our Volunteers and our communities. Public health officials and other medical experts have communicated that vaccination is the best defense currently available for preventing workplace transmission and to better ensure that health and safety of those we serve. These experts have also stated that individuals who are vaccinated are less likely to become seriously ill, hospitalized or to die.

PURPOSE

1. The purpose of this policy is to reduce the overall risk of transmission in our firehall, minimizing workplace disruption and improving safety controls and measures in the event of an outbreak: and,
2. To mandate that all Mountain Fire Protection District volunteers be fully vaccinated against Covid-19 as a reasonable added precaution against the hazards that Covid-19 and Covid-19 variants may pose in relation to the health and safety of Volunteers and the public.

Scope

This policy applies to all Mountain Fire Protection District volunteers. In addition, contractors and volunteers and Trustees, that provide services alongside Mountain Fire Protection District Volunteers are included within the scope of this policy.

DEFINITION

Fully vaccinated: A person is fully vaccinated when they have received the full series of a Covid-19 vaccine, including booster doses as required, or other available Vcovid-19 vaccines that are accepted by the BC Centre for Disease Control.

Partially Vaccinated: An individual is partially vaccinated under this policy 7 days after they have received their first dose of a two-dose approved vaccine.

Designated Verifier: a person designated by the Mountain Fire Protection District Board to check an employee's vaccination status.

Medical Accommodation: A person to whom this policy applies, who has been diagnosed with a medical disability which prevents them from being vaccinated, as recognized by the BC Ministry of Health and consistent with human rights legislation.

Vaccination Proof: The following constitutes proof of vaccination for the purposes of this policy:
Signed attestation letter or Vaccine Passport.

Workplace: All facilities within the Mountain Fire Protection District in which work function and responsibilities are performed or discharged.

Covid-19: Coronaviruses are a large family of viruses found mostly in animals. In humans, they can cause diseases range from the common cold to more severe disease such as Severe Acute Respiratory coronavirus has been named Covid-19. Covid-19 was first identified in late 2019 and was declared a global pandemic by the World Health Organization in March 2020.

POLICY STATEMENTS

1 Requirements

- 1.1 Each Volunteer must disclose their vaccination status and provide updates to their vaccination status to the Fire Chief as requested in accordance with the process and timelines determined by the Mountain Fire Protection District .
- 1.2 Each Volunteer must be fully vaccinated and provide proof of vaccination in a manner and form that is acceptable to the Mountain Fire Protection District.

2 Human Rights Accommodation

- 2.1 A Volunteer who is unable to be fully vaccinated due to a medical condition or other grounds recognized by the BC Ministry of Health and /or protected by the BC Human Rights Code may request an accommodation in relation to the requirement of a fully vaccinated.
- 2.2 A volunteer seeking an accommodation should make the request as soon as possible and will be required to provide support for the basis of the request, including providing any information reasonably request by the Fire Chief.
- 2.3 The Fire Chief will assess the merits of the accommodation request and consider the accommodation option, if any, as appropriate. The Mountain Fire Protection District reserves the right to request further information in order to assess a request for accommodation. The availability and type of accommodation may differ in each case.
- 2.4 Accommodation requests will be addressed on a case-by-case basis and will include alternative measures including regular testing (every 72 hours) prior to attending the firehall.

3. Consequences of Non-Compliance

- 3.1 Volunteers who do not comply with this policy, and who not receive a BC Ministry of Health and/or a human rights accommodation from the Mountain Fire Protection District will not be allowed to carry out their volunteer duties. Such volunteers will also not be permitted to:
 - a. Access any East Wellington Fire Department worksite or vehicle for the purposes of carrying out the volunteer duties.
 - b. Conduct Mountain Fire Protection District business anywhere.
 - c. Such non-compliant volunteers will be placed on a leave of absence and their volunteer status will be reviewed at a later date,
 - d. Providing false or misleading information may result in discipline up to and including no longer having volunteer fireman status

4. Privacy

- 4.1 Any personal information submitted by a volunteer to the Mountain Fire Protection District under this policy will be collected, retained and protected by the Mountain Fire Protection District accordance with the B.C. Freedom of Information and Protection of Privacy Act (FIPPA).
- 4.2 The Mountain Fire Protection District will only use personal information submitted by a Volunteer under this policy to carry out the purposes of this policy and in accordance with FIPPA.

5. Duration and Review

- 5.1 Due to the evolving nature of the Covid-19 pandemic this policy will be reviewed regularly and may be amended with additional requirements for volunteers.