



**MINUTES – OPEN SESSION MEETING – CPSB OCTOBER 7, 2021  
CORNWALL CIVIC COMPLEX SALON ‘B’ 9:30 AM**

**Call to Order and Roll Call:**

**Present:**

Ms. Elaine MacDonald	-	Chair
Mr. Michel Payette	-	Vice-Chair
Mayor Glen Grant	-	Director
Ms. Martha Woods	-	Director
Ms. Shawna Spowart	-	Acting Chief
Ms. Elyse Lauzon-Alguire	-	Secretary

**Guest:** Ms. Lindsey Gray - Inspectorate of Policing, Ministry of the Solicitor General

**Regrets:** Mr. William Beattie - Director

**Approval of the Agenda:**

Moved by: Ms. Woods  
Seconded by: Mr. Payette

That the agenda, as presented, be approved. All in favour. **MOTION CARRIED**

**Conflict of Interest:** None declared

**1. Adoption of the Open Meeting Minutes of September 9, 2021**

Moved by: Mayor Grant  
Seconded by: Mr. Payette

That the Open Meeting Minutes be approved. All in favour. **MOTION CARRIED**

**New Business & Correspondence:**

**2. Vaccination Policy**

Acting Chief Spowart presented the Cornwall Police Service COVID-19 Vaccination Policy. The COVID-19 Vaccination Policy has been developed and implemented in accordance with provincial legislation and government directives. The Vaccination

Policy has also been developed in consultation with both Associations; both Associations have endorsed the policy.

As the work of the Cornwall Police Service involves close contact with members of the public, the Cornwall Police Service has a heightened responsibility to ensure the safety of all employees, their families and the community.

In accordance with provincial and public health guidelines, the Cornwall Police Service strongly encourages that all employees, contractors, students, and volunteers be fully vaccinated against COVID-19, except as set out in the Policy. The Policy will be interpreted and applied in a manner consistent with the Ontario *Employment Standards Act, 2000*, Ontario *Human Rights Code*, and the Ontario *Occupational Health and Safety Act*, and all other applicable laws.

On or before October 15, 2021, all employees of the Cornwall Police Service will be required to disclose their vaccination status as set out under the Vaccination Policy. All students, volunteers, contractors and suppliers will be required to demonstrate Proof of Vaccination as a condition for entry onto Cornwall Police Service premises. Commencing on October 15<sup>th</sup>, employees who choose to remain unvaccinated, or who fail to provide Proof of Vaccination, must complete regular rapid antigen point of care testing for COVID-19, at a minimum of three times per week, or at the beginning of each of their shift rotations, or such shorter period as directed by the Cornwall Police Service. Thanks to the generosity of the Municipality, the Cornwall Police Service is able to provide free rapid antigen testing to its employees through the Cornwall SDG Paramedics. The cost for the rapid antigen testing will be covered until November 15, 2021, at which time the cost of the test shall be solely the responsibility of the employee.

The Policy also applies to medical exemptions.

Employees who choose to remain unvaccinated, or who fail to provide Proof of Vaccination, must complete an Education Session, approved by the Eastern Ontario Health Unit, about the efficacy and benefits of the COVID-19 vaccine.

Employees who fail to follow the Vaccination Policy may be subject to disciplinary action, up to and including termination of employment.

All future employees of the Cornwall Police Service must be fully vaccinated and be able to provide proof of vaccination, prior to commencing employment.

Moved by: Mr. Payette  
Seconded by: Mayor Grant

That the Board endorse the COVID-19 Vaccination Policy. All in favour.

**MOTION CARRIED**

### **3. Change of Command Ceremony**

Acting Chief Spowart confirmed that the Change of Command Ceremony will take place on Friday October 22, 2021. The Committee has made the decision to move the Ceremony to a virtual platform.

### **4. Deputy Chief Recruitment – update from committee**

The recruitment committee has met and finalized the Deputy Chief posting; the posting went out on October 1<sup>st</sup>, both internally and externally. Externally, it has been advertised through the Canadian Association of Chiefs of Police, Ontario Association of Chiefs of Police and Ontario Association of Police Services Boards.

The recruitment committee will meet on October 14<sup>th</sup> to finalize the process.

### **5. CPS Board Account Financial Statement**

Secretary Lauzon-Alguire presented the CPS General Operating Board Financial Statement up to the end of August 2021.

Moved by: Mayor Grant

Seconded by: Ms. Woods

That the CPS General Operating Board Financial Statement be received. All in favour.

**MOTION CARRIED**

### **6. Ontario Association of Police Services Boards’ 2021 Labour Conference**

Secretary Lauzon-Alguire announced that The Ontario Association of Police Services Boards’ 2021 Labour Conference will take place on November 18, 2021 using a virtual seminar format.

If any board member is interested in attending, they can register online or by communicating with Secretary Lauzon-Alguire.

### **7. Zone 2 OAPSB November 2021 meeting**

The next Zone 2 Meeting will be held on November 26, 2021 in Nepean. Mayor Glen Grant and Chair Elaine MacDonald will be attending. Any other board member wishing to attend is to contact Secretary Lauzon-Alguire.

### **8. Adjournment of Open Session:**

Moved by: Ms. Woods

Seconded by: Mr. Payette

That this meeting be adjourned (9:57 a.m.).

**MOTION CARRIED**