



**Town of Happy Valley-Goose Bay
Policy Statement**

Index: Administration		Policy Number: A0057	
Approved Date: November 23, 2021	Effective Date: November 23, 2021	Revision Date:	
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Topic: COVID 19 MANDATORY VACCINATION

The Town of Happy Valley- Goose Bay throughout the pandemic, has closely followed provincial guidelines and protocol.

Municipalities are employers and have an obligation to keep their workers safe. Implementing a vaccination policy is consistent with that direction and is an additional measure to ensure our workplaces and employees remain as safe as possible.

Policy Statement

The Town of Happy Valley-Goose Bay remains committed to maintaining safe workplaces for all employees and visitors. To ensure continued safety in Town of Happy Valley-Goose Bay workplaces and buildings, all unionized employees, management, and Council are required to be fully vaccinated against COVID-19 or have an approved exemption.

Application

This Policy applies to all employees and councillors of the Town of Happy Valley-Goose Bay and all work sites. For the purpose of this policy, “employee” includes all full-time, part-time, temporary and contract employees of the Town.

Current Employees

Current Town of Happy Valley-Goose Bay employees have until January 24, 2022, to provide full proof of full COVID-19 vaccination or to obtain an approved exemption to this policy.



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Topic: COVID 19 MANDATORY VACCINATION Continued

After January 24, 2022, employees who have not provided proof of full vaccination, and who have not been granted an exemption, are deemed non-compliant. Contravention of this policy, given consideration to circumstances, will result in action being taken by the employer to place the employee on administrative leave without pay.


New Employees

Employees hired on or after January 24, 2022, will be advised of this policy when an offer of employment is made and must be fully vaccinated at the time of their employment start date as a condition of employment. If they fail to comply with the condition, or they do not have an approved exemption, the job offer shall be revoked.

Retention of information

The Town respects individuals' privacy. Employees will be required to show proof of vaccination, in private, to the Director of Protective Services/OHS Officer who will record only that vaccination status has been met or unmet. This will be kept in a confidential file

IN WITNESS WHEREOF, this policy is sealed under the Common Seal of the Town of Happy Valley-Goose Bay.



Mayor, George Andrews



Town Manager, Nadine MacAulay (Acting)

Schedule 1

Substance Testing Thresholds

ORAL FLUID CUT OFF LEVEL		
Analyte	Initial Testing ng/mL (POC)	Lab Confirmation ng/mL
Amphetamines	50	50
THC	4	4 (THC parent only)
Cocaine	20	8
Opiates	40	40 (6AM at 4)
Phencyclidine (PCP)	10	10
Methadone	50	20
Propoxyphene	40	10
Benzodiazepines	10	10
Barbiturates	50	50
Methamphetamines	50	50

Positive Cutoff Levels for Urine Specimen

Substance	Positive Cutoff Levels	
	Minimum Acceptable	
	Screen	Confirmation
Alcohol	.03% (30 mg/dl)	.03% (30 mg/dl)
Amphetamines	1000 ng/ml	500 ng/ml
Cocaine	300 ng/ml	150 ng/ml
Cannabinoids	50 ng/ml	15 ng/ml
Opiates	2000 ng/ml	2000 ng/ml
Phencyclidine	25 ng/ml	25 ng/ml
Barbiturates	200 ng/ml	200 ng/ml
Benzodiazepines	200 ng/ml	200 ng/ml
Methaqualone	300 ng/ml	100 ng/ml
Methadone	300 ng/ml	200 ng/ml
Propoxyphene	300 ng/ml	300 ng/ml