



**REGULAR MEETING OF THE
OSHAWA PUBLIC LIBRARY BOARD**

**Thursday, October 21, 2021 beginning at 6:30 p.m.
Virtual Meeting**

MINUTES

Present: Mark Ashcroft, Jim Clapp, Croydon DeMello, Eric Guernsey, Elizabeth Jamischak, Jacqueline Quinn, Linna Tam-Seto and Doug Thomson

Regrets: Councillor Tito-Dante Marimpietri and Melissa Pringle

Staff: Frances Newman, Chief Executive Officer
Stephanie McLean, Executive Assistant, acted as the Recording Secretary

1. **Call to Order / Approval of Agenda**

(52-21) MOTION – Moved by Elizabeth Jamischak, seconded by Jacqueline Quinn,
“That the Oshawa Public Library Board approve the Agenda for the October 21, 2021 Board meeting.” **CARRIED**

2. **Declaration of Conflict of Interest**

No conflicts were declared.

3. **Approval of the Minutes**

(53-21) MOTION – Moved by Croydon DeMello, seconded by Jim Clapp,
“That the Oshawa Public Library Board approve the minutes from the September 16, 2021 Board meeting, as amended.” **CARRIED**

4. **Consent Agenda**

The Board members received each of the following reports in their meeting packages, which were provided in advance of the meeting:

1. CEO Strategic Plan Update and Activity Highlights
2. Financial Report – September 2021
3. Q3/21 Statistics Report

(54-21) MOTION – Moved by Croydon DeMello, seconded by Jacqueline Quinn,

“That the Oshawa Public Library Board approve Consent Agenda items 1 to 3, being the CEO Strategic Plan Update and Activity Highlights, the Financial Report – September 2021 and the Q3/21 Statistics Report, for the October 21, 2021 Board meeting.” **CARRIED**

5. **Business Arising from Minutes**

1. **New Northview Signage - Update**

Frances advised the Board that she had nothing new to report at this time as she has not received an update from the City on this matter.

2. **Vaccination Policy**

Frances reported that a draft staff Vaccination Policy has been drafted by Management which is in line with the City’s policy, and other Ontario libraries. Frances further reported that Management has discussed the possibility of implementing a vaccination policy with the Library’s Union and the Joint Health and Safety Committee, and both were in agreement with the Library implementing a vaccination policy provided there was accommodation language in the policy based on the government exemptions. It was noted that other Durham libraries have adopted a Vaccination Policy. Additionally, Frances advised the Board that the Library is currently required to ask for proof of vaccination from adults who are attending in-person Library programs, ie. parents/caregivers of children’s story times. Discussion ensued.

Doug reported that the information received from the OLBA with respect to mandatory vaccination policies indicates that for the most part the majority of Ontario libraries are following their city/municipality’s lead on implementing a vaccination policy.

Board Trustee Elizabeth Jamischak advised the Board that in her opinion implementing a mandatory vaccination policy for staff is not in the best interests of the Library and she does not support it. She advised the Board and Management that she is concerned with the employees’ privacy relating to their

health records, as well as other potential risks of implementing a vaccination policy.

Board Trustee Eric Guernsey agreed with Elizabeth's concerns, but would like to see some sort of policy in place. He reported that he would be interested in finding out what the process for testing unvaccinated employees would look like, including costs associated with the testing.

At this point of the meeting Linna Tam-Seto joined the meeting.

A fulsome discussion ensued, and the majority of Board members in attendance weighed in on the discussion and supported the implementation of a vaccination policy for staff. Following the discussion, it was agreed that Frances will distribute the current draft vaccination policy for review and comments by the Board. Additionally, Frances will gather some further information with respect to antigen testing for non-vaccinated employees and provide same to the Board at the November Board meeting. The following motion was presented to the Board.

(55-21) MOTION – Moved by Jim Clapp, seconded by Mark Ashcroft, “That the Oshawa Public Library Board adopt a Mandatory Vaccination Policy, and CEO, Frances Newman circulate a draft policy to the Board promptly.” **CARRIED ON THE FOLLOWING VOTE:**

Affirmative – Board Trustees Mark Ashcroft, Jim Clapp, Croydon DeMello, Lianna Tam-Seto, Doug Thomson and Jackie Quinn

Negative – Board Trustees Eric Guernsey and Elizabeth Jamischak

None – Councillor Representative and Board Trustee Tito-Dante Marimpietri and Board Trustee Melissa Pringle

3. Capital Budget – Update

Frances advised the Board that following discussions with the City earlier this year regarding the Library's capital budget with the purpose of creating efficiencies between the Library and the City, an MOU was drafted by the Library and sent to City staff for review, which was subsequently revised by the City and sent back to Frances. However, Frances reported that she had a few concerns about the revised content of the MOU which she shared with Doug Thomson as Chair of the Board.

The Board was further advised that on behalf of the Library Board, Councillor Tito-Dante Marimpietri spoke with City staff regarding the MOU addressing the concerns of the CEO and Board Chair, and for now the City's Finance

Committee has agreed to move forward as status quo for the 2022 capital budget, and will revisit the MOU next year.

Doug thanked Councillor Tito-Dante Marimpietri for his efforts in handling this matter so quickly.

6. **New Business**

1. **OLBA and OLS Updates**

Doug Thomson advised the Board that the next OLBA meeting will be held in the morning on Saturday, November 13th, and OLS will be holding a meeting on Tuesday, November 2nd at 4 pm. Doug advised the Board that if they would like to attend the OLS meeting to let him know.

7. **Other Business, if any**

NIL

8. **Adjournment**

(56-21) MOTION - Moved by Croydon DeMello, seconded by Jacqueline Quinn,
"That the meeting adjourn." **CARRIED**

The meeting adjourned at 7:38 p.m.