

To: Mayor Post, Deputy Mayor Taylor and Councillors:

Jan 6, 2023

Regarding Agenda item 12.8

The purpose of this letter is to strongly recommend that you do not suspend the current Covid 19 vaccine policy, option 1 in CPS-2023-006, but proceed with option 2 to revoke it.

(I will not review the historical context of my previous delegations to Orangeville Town council in January and February 2022. These focused on the lack of objective and scientific data to support the implementation of The Town's mandatory Covid 19 vaccine policy. I have attached the document provided to me on January 20, 22 from Andrea Shaw, Admin to CAO and Mayor, that compiled the rationale for implementing and developing this policy and my written rebuttal of all of those points. See Appendix at the end of this letter.)

I believe that the best course of action at this time is to completely revoke the Covid 19 vaccine policy and direct staff to develop a comprehensive, multi-layered, evidence-based infectious disease policy, of which an immunization policy would be part of. A vaccine policy does not replace a rigorous infectious disease policy.

I pray that you will respectfully and with open minds consider my feedback on item 12.8.

Sincerely,

Peggy Bond, RPT

**Appendix:**

Thu, Jan 20,  
2022, 3:21 PM

**Andrea Shaw** <ashaw@orangeville.ca>  
to me, Sandy

Good Afternoon Ms. Bond,  
Please find attached a compilation of some of the various links and documents that were reviewed by Council and Staff in regards to the implementation and creation of the Vaccination Policy.

Feel free to contact us should you have any further questions or require further assistance.

Sincerely,

**Andrea Shaw | Executive Assistant | Mayor & CAO Offices**  
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**Vaccination Policy Documentation**

#### [Sept. 1 – Open Letter from Dr. Matthew Tenenbaum – Workplace Vaccination Policies](#)

Letter from WDG Public Health recommending that all employers across Wellington County, Dufferin County and Guelph introduce COVID-19 vaccination policies within their workplaces.

Sept 22 – Human Rights position

[https://www.ohrc.on.ca/en/news\\_centre/ohrc-policy-statement-covid-19-vaccine-mandates-and-proof-vaccine-certificates](https://www.ohrc.on.ca/en/news_centre/ohrc-policy-statement-covid-19-vaccine-mandates-and-proof-vaccine-certificates)

November – Toronto Medical Officer of Health making recommendations

<https://www.toronto.ca/home/covid-19/covid-19-reopening-recovery-rebuild/covid-19-reopening-guidelines-for-businesses-organizations/covid-19-guidance-employers-workplaces-businesses/covid-19-vaccine-information-for-employers/>

#### [March 11 – About COVID-19 Vaccines](#)

Education Resource provided to staff as part of the staff vaccination policy:

[COVID-19 Vaccination: Making an Informed Decision MLTC](#)

Consultation with WDG public health officials and viewed numerous resources on the Wellington Dufferin Guelph Public Health Unit – [Educational Vaccines Resources for Workplaces](#). Plus, reviewed and consulted with numerous other municipalities when creating the vaccination policy, such as:

- Dufferin County and lower tier municipalities
- Northumberland County
- Town of Caledon
- Bradford West Gwillimbury
- City of Brampton
- City of Oakville,
- Sarnia
- Simcoe Cty.
- City of Barrie
- Burlington
- Guelph
- Hamilton,
- Kitchener and
- Toronto

#### [Oct. 15 – Town of Orangeville News release](#)

#### **Additional Legal Documentation**

November 15, 2021

<https://hicksmorley.com/2021/11/10/arbitrator-upholds-mandatory-vaccination-policy/>

November 20, 2021

<https://hicksmorley.com/2021/11/20/court-denies-injunction-motions-and-allows-mandatory-vaccination-policies-to-be-implemented/>

Dec 8, 2021

<https://hicksmorley.com/2021/12/08/federal-government-announces-covid-19-vaccination-requirement-for-federally-regulated-workplaces/>

## **Review of the documentation provided by the Town of Orangeville regarding their vaccine mandate. -by Peggy Bond**

Point one: *Sept 1- Open Letter from Dr. M Tenenbaum- Workplace vaccination Policies. Letter from WDGPUH recommending that all employers across Wellington, Dufferin and Guelph introduce COVID-19 vaccination policies within their workplaces.*

From Dr. Tenenbaum's letter- *"I am writing to offer my strongest possible recommendation that all employers across Wellington County, Dufferin County and Guelph introduce COVID-19 vaccination policies within their workplaces. This would add a significant layer of protection when paired with the other COVID-19 workplace health and safety measures you already have in place, such as screening, masking, remote work (when possible) and paid sick leave. This step will help protect the health and wellbeing of your workplace and the greater WDG community as we enter the fourth wave of the pandemic."*

I did send Dr. Tannenbaum a follow up letter requesting some more information regarding his recommendations. Here are the questions from my email Jan 22, 2022:

"...My questions to you, Dr. Tannenbaum, are:

1. In your recommendations above, did you actually recommend mandatory vaccination as the mandatory vaccination policy? It seems to me from your letter that you recommended a policy only which could include options for the unvaccinated. Could you clarify please?

2. If you did recommend mandatory vaccinations for the workplace, can you please provide me with some studies/ empirical evidence that shows that vaccination, in fact, makes the workplace safer? It seems that as time passes more studies show that vaccination does not prevent transmission which is ultimately what a vaccination policy for a workplace would hope to achieve.

3. In this line from the above, *"Locally, we have recognized that more and more people who attend our vaccination clinics are there to satisfy conditions of their employment."* To me it implies that these vaccine mandates actually are more about offering incentives for people to get this shot, which is a violation of informed consent, as opposed to the merits of this intervention ensuring a safe workplace. Can you comment on this, please?"

After 2 requests, Danny Williamson, Communication Officer for WDGPHU, did answer the questions with:

1. Dr. Tenenbaum's recommendation was for each organization to develop a policy that fits their specific needs. Public Health is strongly in favour of all residents of the region getting vaccinated.
2. While the Omicron variant has shown the ability to infect those who are vaccinated, the data also shows that those who are unvaccinated are at much higher risk for serious illness and death – especially when vaccinated individuals receive a booster.
3. All local vaccination programs require informed consent.

Therefore, this letter and the ensuing follow up recommends only a vaccination policy; not a mandatory vaccination policy for all employees/volunteers.

A vaccination policy could include regular testing as an option for those who decline for medical or conscious reasons. Of note, he provided no studies or objective data/evidence in answer to question 2.

Therefore, a mandatory vaccination mandate for employees is not required nor recommended in this letter. WDGPHU does not recommend the dismissal of unvaccinated employees/ volunteers etc.

Point two: *Sept 22- Human Rights position with a link.*

From this document quoted directly from the Ontario Human Rights Commission- *"Proof of vaccine and vaccine mandate policies, or any COVID testing alternatives, that result in people being denied equal access to employment or services on Code grounds, should only be used for the shortest possible length of time. Such policies might only be justifiable during a pandemic. They should regularly be reviewed and updated to match the most current pandemic conditions, and to reflect up-to-date evidence and public health guidance."*

Current evidence, including the 186 scholarly articles in the Appendix of this letter, show that the current Omicron strain transmits just as easily between vaccinated and unvaccinated people, that natural immunity is far outperforming vaccination in terms of re-infection rates and the current vaccines do not protect against the Omicron variant. Therefore, a mandatory vaccination policy does not satisfy the exception as stated above, and in fact requires employers to “regularly review” and justify this OHR violation.

Point three: *November- Toronto Medical Officer of Health making recommendations and link.*

Quoted directly from the document from Toronto Public Health-

**"5. Provisions for Unvaccinated Workers**

**Your policy should list alternative options for workers who decline to get vaccinated for reasons protected by the Human Rights Act, or who are unable to complete their vaccination series for medical reasons. Some options to consider include:**

- **Use of additional PPE, frequent COVID-19 testing, worker relocation, and modified work or reassignments.**
- **In the event of a COVID-19 outbreak, unvaccinated and partially vaccinated workers (who have only received one dose of a two-dose COVID-19 vaccine series) are not be permitted to work in the outbreak area. Workers without vaccination records should be assumed to be unvaccinated.**
- **If reassignment is not possible, consider if unvaccinated workers may use vacation or unpaid leave until it is safe for them to return to the workplace."**

This document lists alternatives for unvaccinated employees and recommends provisions for those employees who are unable or choose not to get vaccinated. Therefore, a mandatory vaccine is not the sole recommendation of this referenced document and they do not recommend the dismissal of unvaccinated employees/ volunteers etc.

Point four: *March 11, 2021- About Covid Vaccines link*

This is a general article on the vaccines that were available in March 2021. Since the time of this printing, AstraZeneca has been withdrawn due to serious adverse reactions and Moderna's recommended age groups have changed due to increased serious, adverse reactions in younger people. There is also more current information on the serious side effects of mRNA vaccines, including myocarditis, pericarditis, autoimmune diseases etc, which is not mentioned in this article.

This article does not support nor contain any evidence to support the argument for mandatory vaccination in the workplace for employees, volunteers etc. and I'm not sure why this was included in this document.

Point Five: *Education Resource provided to staff as part of the staff vaccination policy and link.*

This is a link to the mandatory vaccine education series provided for town employees and volunteers that were not vaccinated or declined to disclose their status. It did not have any supporting evidence in it as to justify the institution of the Town's mandatory Vaccine policy. Again, not sure why this was included.

Point 6: *Consultation with WDGPHU officials and viewed numerous resources. Link to the WDGPHU resource page for the general public.*

Quoted directly From the WDGPHU:

## **5. Provisions for Unvaccinated Workers**

Your policy should list alternative options for workers who decline to get vaccinated for reasons protected by the Human Rights Act, or who are unable to complete their vaccination series for medical reasons. Some options to consider include:

- Use of additional PPE, frequent COVID-19 testing, worker relocation, and modified work or reassignments.
- In the event of a COVID-19 outbreak, unvaccinated and partially vaccinated workers (who have only received one dose of a two-dose COVID-19 vaccine series) are not be permitted to work in the outbreak area. Workers without vaccination records should be assumed to be unvaccinated.
- If reassignment is not possible, consider if unvaccinated workers may use vacation or unpaid leave until it is safe for them to return to the workplace.

This document does not recommend dismissing or terminating unvaccinated employees/ volunteers etc.

Point 7: *Reviewed and consulted with numerous other municipalities when creating the vaccination policy and a list of municipalities.*

I confirmed the vaccination policies of the municipalities and City's included on this list and only 42% had a mandatory vaccination policy. The rest had testing requirements and one municipality, Mulmur, upon survey of their employees, at 100% agreement, felt safe with a self-screen before work plan only.

Point 8: *From the Town of Orangeville Press Release:*

"The Town recognizes that those who are unvaccinated or who are not fully vaccinated pose a significantly increased risk of becoming seriously ill from COVID-19 and also of spreading the virus to others within the community. "

No documentation nor evidence was provided to support this statement. This is misinformation, as current evidence shows that both the vaccinated and unvaccinated equally transmit COV19.

Point 9: *The last 3 items were links to lawsuits regarding vaccine mandates.*

They provide no evidence that the mandates improve the safety of the work environment. There are currently hundreds of lawsuits in Canada filed against employers and unions by individuals who were terminated for not disclosing their vaccination status or being unvaccinated against COV19. They are seeking severance and other costs.