

Specific Questions/Inquiries

1. Can you please provide me any pamphlets, information packages & data that comes with these hazardous products to the [REDACTED]¹. i.e. Fact Sheet, Full list of ingredients, SDS Sheet's or product monograph?
2. One of the policy's objective is to "Vaccination is a key element in the protection of employees against COVID-19"². It appears to me that this policy is not accomplishing its objectives at all, as there has been an outbreak at [REDACTED] during a training exercise of fully vaccinated members³. Would you be inclined to agree?
3. The Managers Toolkit for Implementation of the new policy for [REDACTED] states "1. INTRODUCTION Vaccination is one of the most effective tools we have at our disposal to protect broader public health in the face of COVID-19, and to prevent future outbreaks. Used in combination with preventative public health measures, it offers the best available protection for Canadians. As the country's largest employer, the Government of Canada is leading by example on vaccination to protect the health and safety of public servants and the communities where they live and work"⁴. Again it appears to me that this policy is not accomplishing its objectives whatsoever. With 96.3% of the public service fully treated⁵ with the hazardous substance, 98.2% of the [REDACTED]⁶ & 84% of our local community⁷, our workplace & community should be quite protected. However on November 25th 2021 at 11:50am, [REDACTED] sent out an email that they are "currently mitigating an increase of staff absences related to the COVID-19 pandemic." and would like "Urgent medical assessments with no operational impact are redirected as follows: If the member feels that there is requirement for immediate medical attention, the member is to report 1. to their local emergency department;"⁸. It appears to me like [REDACTED] is creating more of a strain on our local community where I live and work, by sending members to the community health care facilities instead of on [REDACTED] as per standard operating procedures. Would you be inclined to agree?

¹ COVID-19 Vaccine Information for [REDACTED] Members 2021 [REDACTED] Course. Page 32 para 2.

² Policy on COVID-19 Vaccination for the Core Public Administration Including the Royal Canadian Mounted Police

³ [REDACTED] - COVID-19 Outbreak at [REDACTED]

⁴ Manager's Toolkit for the implementation of Mandatory Vaccination v3

⁵ Reported attestations in the federal public service: COVID-19 Vaccination Requirement.

⁶ [REDACTED] Vaccination Rates

⁷ [REDACTED] Vaccination Rates

⁸ [REDACTED] Issues Email - November 25, 2021 12:44PM

4. As per the Hazardous Canada Occupational Health and Safety Regulations (SOR/86-304), 10.1 – Part X – Hazardous Substances “Employees have the right to use a non-hazardous substance or one that is less hazardous in order to perform their job activities”⁹. Should I not be able to choose a less hazardous, deadly, toxic & invasive product that has gone through the standard operating procedure for drug approval in Canada¹⁰? Not something that has been rushed through the system and released to the public during phase 3 clinical trials, skipping/rushing 5 standard operating procedure steps for approving a drug safely in Canada¹¹. Effectively mandating an experimental drug on members of the public service in order for us to keep our livelihood.
5. Do you think it is morally right to be mandating an experimental medical product that killed 1223 people during clinical trials¹² and up to this date killed another 284¹³ Canadians in the name of “Safe & Effective”, along with 6443 serious adverse side effects¹⁴?
6. What if I have natural immunity, should I not be able to continue with my work duties? The Policy does not consider natural immunity, which has been found to be longer lasting and stronger protection against infection.¹⁵?
7. Will my workplace cover my wages if I experience any adverse side effects, and am not able to work? Will my workplace cover any additional medical costs not covered by OHIP or WSIB if I experience any adverse side effects?

⁹ Occupational Health and Safety Regulations (SOR/86-304), 10.1 - Part X - Hazardous Substances, Section 10.34

¹⁰ Vaccine Overview Infographic ENG Government of Canada

¹¹ NIH Study to Describe the Safety, Tolerability, Immunogenicity, and Efficacy of RNA Vaccine Candidates Against COVID-19 in Healthy Individuals

¹² 5.3.6 Postmarketing Experience by Pfizer. Page 7, table 1.

¹³ Reported side effects following COVID-19 vaccination in Canada (November 26, 2021).

¹⁴ Reported side effects following COVID-19 vaccination in Canada (November 26, 2021).

¹⁵ Sivan GAZIT “Comparing SARS-CoV-2 natural immunity to vaccine-induced immunity- reinfections versus breakthrough infections” preprint from

8. Can you confirm pregnant and/or nursing woman were included in the clinical trials from the manufactures, prior to these hazardous substances being released to the public¹⁶ ¹⁷? So why would [REDACTED] state these are safe for pregnant woman when they were never included in the clinical trails¹⁸? Should this not be a decision for each and every mother and their primary health care provider based on their specific health situation, not a blanket a.o.k. statement?
9. [REDACTED] website stated August 13th, 2021 “[REDACTED] Management cannot require a public servant to get a vaccine, nor is mandatory vaccination supported under Canadian Law”¹⁹. It now states “In light of an announcement ... Government of Canada requires COVID-19 Vaccinations”²⁰. “Requiring” is not law, as per the House of Commons calendar they have not been sitting from August 13 – November 22 2021²¹. So please explain to me how these laws have changed in the past 14 days?
10. Since [REDACTED] is taking this stand on the protection of employee’s, are they going to also offer me protection from other naturally occurring viruses such as; Common Cold, Influenza, Phenomenon, SARS, MERS, West Nile, Zika, HIV, Hepatitis C, E, Ebola, Rabies, Polio, Mumps & Measles?
11. Can you provide me the data that working individuals from the age of 14-55 are high-risk of hospitalization or death if they contract COVID-19 at the workplace?
12. Is the vaccine suppose to protect me from COVID-19 or reduce the severity? How do I know which one I will get²²?

¹⁶ Pfizer-BioNTech Comirnaty, Moderna Spikevax, AstraZeneca Vaxzevria & Janssen, Product Monographs.

¹⁷ 5.3.6 Postmarketing Experience by Pfizer. Page 9, table 3.

¹⁸ COVID-19 Vaccine Information for [REDACTED] Members 2021 [REDACTED] Course. Page 27 para 5. Page 28 para 2.

¹⁹ [REDACTED] Site: [https://www.canada.ca/en/\[REDACTED\]/campaigns/covid-19/resuming-work/frequently-asked-questions/vaccines-immunization.html#toc2](https://www.canada.ca/en/[REDACTED]/campaigns/covid-19/resuming-work/frequently-asked-questions/vaccines-immunization.html#toc2) Screen Shot Taken: 2021-08-13 at 3.43.10

²⁰ [REDACTED] Site: [https://www.canada.ca/en/\[REDACTED\]/campaigns/covid-19/resuming-work/frequently-asked-questions/vaccines-immunization.html#toc2](https://www.canada.ca/en/[REDACTED]/campaigns/covid-19/resuming-work/frequently-asked-questions/vaccines-immunization.html#toc2) Screen Shot Taken: 2021-11-29 at 6.49.06

²¹ House of Commons Schedule <https://www.ourcommons.ca/en/sitting-calendar>

²² COVID-19 Vaccine Information for [REDACTED] Members 2021 [REDACTED] Course. Page 5 point 1.

13. If vaccination is an important way to reduce suffering and death in Canada, and resume normal activities²³, how come we are entering another wave when 84% of our local community²⁴ are vaccinated?
14. Why is the government changing the status of “Fully Vaccinated” and approving a 3rd dose if they are actually 80-90% effective²⁵?
15. How can the Government of Canada state the Vaccines are 80-90% effective, when the drug manufactures themselves can’t even provide that information²⁶.
16. Does the need for additional does’ mean the vaccines are not as effective as the Government of Canada/Health Canada has been saying?
17. Do you agree with the list of protections/measures the Canadian Centre for Occupational Health & Safety has set out for employers to assist with the COVID-19 situation²⁷?
18. Other than the [REDACTED] course COVID-19 Awareness / Sensibilisation à COVID-19 [REDACTED] 122255: Completed June 17 2020, has [REDACTED] completed any follow-up training for proper COVID PPE use?
19. When did [REDACTED] complete their Business Resumption Plan (BRP)²⁸?
20. Since there are a couple of protective measures sections that have no rating (on the BRP would it not be beneficial to cover these measures prior to mandating a hazardous substance²⁹?

²³ COVID-19 Vaccine Information for [REDACTED] Members 2021 [REDACTED] Course. Page 5 point 2.

²⁴ [REDACTED] Vaccination Rates

²⁵ COVID-19 Vaccine Information for [REDACTED] Members 2021 [REDACTED] Course. Page 12 para 1.

²⁶ 5.3.6 Postmarketing Experience by Pfizer. Page 9, table 3.

²⁷ Coronavirus OSH Answers, Section 3 “What can workplace management do?”

²⁸ [REDACTED] Business Resumption V.2

²⁹ [REDACTED] Business Resumption V.2, page A-3, A-4 & A-7

21. Why all of a sudden on October 6th 2021, did my workplace become too dangerous based on the measures that had been set out in the BRP that we needed to add a mandatory hazardous substance to the list measures? When the cases in Canada at the time were decreasing³⁰.

22. Was I never safe at work, and the BRP was just an administrative exercise?

23. As per the "[REDACTED] Business Resumption v2" it states "To ensure your safety during these times, [REDACTED] directed the creation of COVID-19 Safety Assistance Team (SAT), within the construct of the Workplace Health and Safety Committee (WHSC) to oversee and coordinate COVID-19 safety efforts within the [REDACTED]. The SAT has conducted a workplace risk assessment examining each building to mitigate exposure to SARS-COV-2. Each building plan has been assessed using federal and provincial guidelines, and assessment checklist at ref F."³¹ I would like an external health & safety company to assess my workspace in order to ensure me that there is no other way to remain safe & healthy but to take this hazardous substance.

24. When was the last full [REDACTED] Monthly Safety Report Conducted? It appears to me that it was June 2021³², so how can [REDACTED] ensure the workplace is operating in a safe and effective manner for the current posture if they are not conducting the monthly inspections?

25. Have all of the buildings been inspected by the WHSC this year? It appears to me only 7/38 buildings have been inspected by the WHSC³³, so how can [REDACTED] ensure the workplace is operating in a safe and effective manner for the current posture, if they are not conducting WHSC trained inspections?

³⁰ Government of Canada COVID Cases Jan 1 2020 - Dec 3 2021

³¹ [REDACTED] Business Resumption V.2, page 3 para. 1

³² "[REDACTED] MONTHLY REPORT"

³³ "[REDACTED] MEETING MINUTES\2021\8 - WHSC_Mtg_Sep_29_minutes signed"

26. Do all employees on the WHSC have the required training? It appears to me no³⁴, so how can the WHSC perform their duties, by inspecting the workplace and assisting with issues if they are not properly trained to do so?

27. Do all of the employees who cleared in to [REDACTED] this posting season have the following training complete; Indoctrination training with supervisors³⁵ and WHMIS training³⁶ with supervisors? It appears to me that many new members have not received the proper safety training. How can my employer ensure a safe & healthy workplace if they are not even providing the indoctrination training to members?

28. When was the last time all of the hazardous job analysis were assessed/updated/complete? Should this not be completed prior to mandating a hazardous substance to perform my work duties?

29. Have all of the ladder's, first aid kits, eye wash stations & AED's³⁷ been inspected & recorded to ensure they are in compliance with the safety standards set out by [REDACTED] and Gov of Canada? It appears to me that the [REDACTED] records are egregiously out of date and have not been inspected in a while. Can you confirm all of these physical safety products/tools are safe to use in the workplace at [REDACTED] and if not how can [REDACTED] ensure a safe & healthy workplace?

30. Are there any open General Safety Hazardous Observations?

31. Should we not ensure all of these Hazards are addressed prior to mandating a hazardous substance on employees?

32. Are all of the buildings in compliance/up to date with safety signage, safety boards and emergency evacuation plan³⁸?

34 "[REDACTED] WHSC Training Records - Feb 2020"

35 "[REDACTED] E-INDOCTRINATION"

36 "[REDACTED] F-WHMIS TRAINING"

37 "[REDACTED] J-O-PHYSICAL INSP"

38 [REDACTED] General Safety Observations [REDACTED]
[REDACTED]

33. Can you confirm a SPDET has been performed at [REDACTED] for 2021³⁹? If not how can [REDACTED] ensure a safe & healthy workplace?

34. All of the above questions are meant to address the lack of due diligence [REDACTED] is operating with in regards to the standard health & safety program and systems. Should we not be ensuring we are at full compliance with all standards prior to enacting a knee jerk measure that is posing such an imminent threat to my health?

39 “[REDACTED] SPDET”

2nd Table Of Sources

33. COVID-19 Vaccine Information for [REDACTED] Members 2021 [REDACTED] Course. Page 32 para 2.
34. Policy on COVID-19 Vaccination for the Core Public Administration Including the Royal Canadian Mounted Police
35. [REDACTED] - COVID-19 Outbreak at [REDACTED]
36. Manager's Toolkit for the implementation of Mandatory Vaccination v3
37. Reported attestations in the federal public service: COVID-19 Vaccination Requirement.
38. [REDACTED] Vaccination Rates
39. [REDACTED] Vaccination Rates
40. [REDACTED] Issues Email - November 25, 2021 12:44PM
41. Occupational Health and Safety Regulations (SOR/86-304), 10.1 - Part X - Hazardous Substances, Section 10.34
42. Vaccine Overview Infographic ENG Government of Canada
43. NIH Study to Describe the Safety, Tolerability, Immunogenicity, and Efficacy of RNA Vaccine Candidates Against COVID-19 in Healthy Individuals
44. 5.3.6 Postmarketing Experience by Pfizer. Page 7, table 1.
45. Reported side effects following COVID-19 vaccination in Canada (November 26, 2021).
46. Reported side effects following COVID-19 vaccination in Canada (November 26, 2021).
47. Sivan GAZIT "Comparing SARS-CoV-2 natural immunity to vaccine-induced immunity-reinfections versus breakthrough infections" preprint from
48. Product Monographs
 - A. Astrazeneca-Covid-19-Vaccine-pm-en
 - B. Covid-19-Vaccine-Moderna-pm-en
 - C. Janssen-covid-19-vaccine-p-en
 - D. Pfizer-biontech-covid-19-vaccine-pm1-en
49. 5.3.6 Postmarketing Experience by Pfizer. Page 9, table 3.
50. COVID-19 Vaccine Information for [REDACTED] Members 2021 [REDACTED] Course. Page 27 para 5. Page 28 para 2.
51. [REDACTED] Site: [https://www.canada.ca/en/\[REDACTED\]/campaigns/covid-19/resuming-work/frequently-asked-questions/vaccines-immunization.html#toc2](https://www.canada.ca/en/[REDACTED]/campaigns/covid-19/resuming-work/frequently-asked-questions/vaccines-immunization.html#toc2) Screen Shot Taken: 2021-08-13 at 3.43.10

52. [REDACTED] Site: [https://www.canada.ca/en/\[REDACTED\]/campaigns/covid-19/resuming-work/frequently-asked-questions/vaccines-immunization.html#toc2](https://www.canada.ca/en/[REDACTED]/campaigns/covid-19/resuming-work/frequently-asked-questions/vaccines-immunization.html#toc2) Screen Shot Taken: 2021-11-29 at 6.49.06

53. House of Commons Schedule <https://www.ourcommons.ca/en/sitting-calendar>

54. COVID-19 Vaccine Information for [REDACTED] Members 2021 [REDACTED] Course. Page 5 point 1.

55. COVID-19 Vaccine Information for [REDACTED] Members 2021 [REDACTED] Course. Page 5 point 2.

56. [REDACTED] Vaccination Rates

57. COVID-19 Vaccine Information for [REDACTED] Members 2021 [REDACTED] Course. Page 12 para 1.

58. 5.3.6 Postmarketing Experience by Pfizer. Page 9, table 3.

59. Coronavirus OSH Answers, Section 3 “What can workplace management do?”

60. [REDACTED] Business Resumption V.2

61. [REDACTED] Business Resumption V.2, page A-3, A-4 & A-7

62. Government of Canada COVID Cases Jan 1 2020 - Dec 3 2021

63. [REDACTED] Business Resumption V.2, page 3 para. 1

64. “\\[REDACTED]
MONTHLY REPORT”

65. “\\[REDACTED] MEETING
MINUTES\2021\8 - WHSC_Mtg_Sep_29_minutes signed”

66. “\\[REDACTED] WHSC Training Records -
Feb 2020”

67. “\\[REDACTED] E-
INDOCTRINATION”

68. “\\[REDACTED] F-WHMIS
TRAINING”

69. “\\[REDACTED] J-O-PHYSICAL
INSP”

70. [REDACTED] General Safety Observations [REDACTED]
[REDACTED]

71. “\\[REDACTED] SPDET”