

Pilon, Janet

Subject: When Is The City Going To Rescind Their "Must Be Vaccinated" To Apply For A Job?

From: KK Z

Date: January 19, 2023 at 4:47:56 PM EST

To: "Cassar, Craig" <Craig.Cassar@hamilton.ca>, Office of the Mayor <Officeofthe.Mayor@hamilton.ca>

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Subject: Fwd: When Is The City Going To Rescind Their "Must Be Vaccinated" To Apply For A Job?

Dear Mayor and Councillor/s:

It has been brought to my attention that the City still requires a person to be fully vaccinated against COVID-19 in order to apply for a job and work for the city. At this point in time, knowing that the vaccines do not prevent infection, transmission, illness or death, I am dumbfounded that this is still a requirement to apply for a job. The evidence is now quite clear. This policy is discriminatory and for no rationally justifiable reason.

I quote the following from the Applying for a Job website and emphasized in bold the discrimination given the known effect of the vaccine:

The City of Hamilton is an **equal opportunity** employer committed to hiring for **diversity** and **inclusivity**. We welcome applications from qualified individuals for any full-time, part-time, temporary, seasonal, and summer student jobs.

Consistent with our Values and Corporate Culture Pillars, the City of Hamilton is committed to **providing equitable treatment** to all with respect to **barrier-free employment** and **accommodation without discrimination**. *The City will provide accommodation for applicants in all aspects of the hiring process, up to the point of undue hardship. If you have an accommodation need, please contact Human Resources as soon as possible to make appropriate arrangements.*

I italicize the above to ask these questions: Is a candidate who is applying for a job and who is fully qualified in all aspects, other than being fully vaccinated, required to ask for an accommodation? And on what basis? And for what purpose? Is preference given to someone that was injured from the vaccine after the first dose and now has a disability and can not take a second dose? What is the definition of fully vaccinated? I think you get the picture.

It is time to remove this discriminatory policy. I am willing to meet with your Human Resources personnel to discuss at their convenience. Thank you for your attention and expedience with this.

Sincerely,

Kim Zivanovich, Ancaster

