

Pilon, Janet

Subject: cost of terminating / rehiring 500 employees

From: Harry Droogendyk

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To: Paparella, Stephanie <Stephanie.Paparella@hamilton.ca>; Holland, Andrea <Andrea.Holland@hamilton.ca>

Cc: Ferguson, Lloyd <Lloyd.Ferguson@hamilton.ca>; Partridge, Judi <Judi.Partridge@hamilton.ca>; VanderBeek, Arlene <Arlene.VanderBeek@hamilton.ca>; Wilson, Maureen <Maureen.Wilson@hamilton.ca>; Farr, Jason <Jason.Farr@hamilton.ca>; Nann, Nrinder <Nrinder.Nann@hamilton.ca>; Merulla, Sam <Sam.Merulla@hamilton.ca>;

Powers, Russ <Russ.Powers@hamilton.ca>; Jackson, Tom <Tom.Jackson@hamilton.ca>; Pauls, Esther <Esther.Pauls@hamilton.ca>; Clark, Brad <Brad.Clark@hamilton.ca>; Pearson, Maria <Maria.Pearson@hamilton.ca>; Johnson, Brenda <Brenda.Johnson@hamilton.ca>; Whitehead, Terry <Terry.Whitehead@hamilton.ca>; Office of the Mayor <Officeofthe.Mayor@hamilton.ca>; Danko, John-Paul <John-Paul.Danko@hamilton.ca>

Subject: cost of terminating / rehiring 500 employees

Hi:

I was shocked to see Hamilton city council vote against suspending the Covid vaccine mandates, especially in the face of overwhelming evidence that the Covid vaccines do not reduce transmission or infection rates. There is not a shred of scientific or medical evidence that the Covid vaccine mandates should be maintained. Since the decision of council cannot be supported with scientific / medical data, I can only surmise that councillors who voted to terminate employees who are exercising their right to medical privacy, bodily autonomy and basic human rights are doing so out of a vindictive spirit, i.e. they are punishing employees who didn't adopt the same stance as they did. Mayor Fred even said something along that line, paraphrasing, but something like, "We all did our part, suspending the mandate rewards those who didn't do their part". Petulant attitudes like that have no place in sound and responsible governance.

Ontario's chief medical officer Dr. Kieran Moore, staff Chief Medical Officer Dr. Elizabeth Richardson do not support the continuance of Covid vaccine mandates. What qualifications do the six councillors who voted against suspending the mandate have that supercedes those of Moore & Richardson? Who are these councillors to override real medical doctors? Once again, it smacks of vindictiveness and revenge – not sound governance.

One consideration that no one seems to be addressing is the tremendous cost the taxpayers are being exposed to by councils' reckless behaviour. City council will not be on the hook for severance, legal costs to defend an indefensible position, costs to hire and train employees to replace the ~500 unjustly fired --- it's taxpayers like me who will bear that cost – and I don't want to pay that cost. I categorically disagree with the decision of council, thinking it foolish and short-sighted.

This council, and others preceding it, have a history of poor decision making which inevitably end up costing the taxpayers large sums of money – the councillors never pick up the tab – we do. Unfortunately, in some cases, council has refused to divulge the cost of certain failures, ignoring the transparency a functioning democracy demands.

- 4 year, 24 billion litre sewage spill, [link](#)
- Red Hill cover-up and ballooning inquiry cost, now \$20M, [link](#)
- LRT (which goes nowhere to nowhere) debacle, original estimate \$1B, now [\\$6B estimates](#), as govt projects go, this will likely be \$12B by the time it's done – who bears that cost?
- opaqueness of LRT operating / maintenance costs
- [secrecy](#) in HUPEG master agreement – who KNOWS what this is costing taxpayers??

Quite simply put – we cannot trust this council to make sound decisions which protect taxpayers from the financial penalties that bad decisions generate.

Taxpayer cost if 500 employees are terminated:

- legal costs to defend the City's irresponsible, unjust actions → who knows ?????? lawyers love govt work
- two years of severance pay for 500 employees with an average wage of \$80k per annum - \$80,000,000
- hiring / training costs for 500 employees? Some of them quite skilled
- years of experience, much of it undocumented, walking out the door with fired employees

We must stop the bleeding. Our economy is under severe pressure, inflation is rising, and we simply cannot afford to allow this council to unjustly fire these 500 hard-working employees and expose the City taxpayer to enormous financial penalty.

Harry Droogendyk