

Pilon, Janet

Subject: Staff policy

From: **Bonnie Paterson**

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Dear Council Members

As residents and property owners in the City of Hamilton, we are writing to you today regarding your plan to terminate unvaccinated city employees.

Council has received a report from the head of Human Resources, Lora Fontana, recommending the city reverse the policy. The policy is no longer in line with the provincial guidelines. Council voted 6-6 with 4 councilpersons who “failed to be present” .

The results of this vote raise serious concerns.

Councilpersons voting to **retain** the policy are:

- a. unresponsive to executive staff recommendations
- b. unconcerned about the costs associated with the termination of the staff
- c. willing to spend large sums of taxpayers' money to defend the policy in court
- d. ignoring the provincial guidelines
- e. unconcerned about the loss of professions and skilled workers and the resulting decrease of productivity of city operations.
- f. uncaring about staff morale when the workload must be increased due to staff shortages.
- g. uninformed or ignorant about the published & verified reports on side affects of the shots, and,
- h. vindictive and bullying. This is particularly ironic given the Mayor brings his emotional support dog to work and retains a staff person to walk said dog.

Councilperson Danko has been quoted as saying that he is “perfectly OK” with putting staff on permanent unpaid leave. His comment that staff refusing the job had “selfish entitlement”. We might put to you that those individuals are critical thinkers. Labeling people is one of the core problems in our society.

The virtue signaling we have witnessed of the Mayor and certain Council Members on this matter is appalling, and the blatant childlike treatment of other members of Council, in the way Mayor Eisenberger, Councillors Naan and Wilson (possibly others) have acted toward Councillors Pauls and Whitehead, is shameful.

We noted that the city has a newly created position available “*Equity, Diversity & Inclusion Business*” Partner”. Reading through this job description, one would be lead to believe the City of Hamilton wants to be inclusive of people with

diverse ideas and lifestyles? The decision to terminate employees because of a personal choice to bodily autonomy flies in the face of this mindset.

We implore you to reverse this discriminatory policy.

Wayne & Bonnie Paterson