

## **FW: Executive Message from Lori Wanamaker: COVID-19 Update**

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From: s.22  
To: Wanamaker, Lori PREM:EX <Lori.Wanamaker@gov.bc.ca>  
Sent: October 5, 2021 11:17:20 AM PDT  
Attachments: image001.png, image001.jpg, image003.png, image006.png, image003.png

Hi Lori,

I just wanted to thank you personally for this decision

s.22

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**From:** Executive Update PSA:EX <ExecutiveUpdate@gov.bc.ca>  
**Sent:** October 5, 2021 11:04 AM  
**Subject:** Executive Message from Lori Wanamaker: COVID-19 Update

## COVID-19 Update

Good morning,

As you know, throughout the COVID-19 pandemic the BC Public Service aligned its response to the advice and direction of the Provincial Health Officer. We also know that vaccination is the safest, most effective measure to reduce the transmission of the virus in our communities.

Late last week, I met with Dr. Bonnie Henry on the next steps for the BC Public Service to support our provincial fight against COVID-19. Following that conversation, I have decided the BC Public Service will require all employees to provide proof they are fully vaccinated beginning November 22, 2021.

To align with this direction, we will further defer the implementation of telework agreements approved under the flexible work policy to November 22 from the current date of October 12. If you are fully vaccinated and wish to return to the workplace before November 22 and activate your telework agreement, you are encouraged and supported to do so in consultation with your supervisor. But you will not be required to until November 22, and at that time you will be expected to confirm you are fully vaccinated using the B.C. Vaccine Card.

I know there may be a small number of you who are unable to be vaccinated for legitimate reasons. You and your supervisor can work with the BC Public Service Agency to assess potential accommodations in those cases.

An initial set of questions and answers is available on [MyHR](#) today for your reference. Please note you do not need to provide proof of vaccination right now.

I ask that you be patient as we develop additional resources over the days ahead, which we will share along with more details on the policy by November 1.

I know the vast majority of you are already fully vaccinated, just like more than 80 per cent of eligible British Columbians across the province. I have heard from a number of you asking that we introduce a vaccination requirement in our workplaces to enhance the level of safety we already provide. All you will need to do November 22 is show your B.C. Vaccine Card to a designated excluded manager just like you are used to doing to visit your favourite restaurant or access other services and events.

For those who are not yet vaccinated, now is the time and I strongly encourage you to do so. The COVID-19 vaccines are a safe, easy step to protect yourselves, your colleagues, your families and your communities. For information on how to get your COVID-19 vaccination in B.C., visit the [provincial vaccine registration website](#). For information on how to get your B.C. Vaccine Card, visit [Proof of vaccination and the BC Vaccine Card](#).

Our workplaces have been safe throughout the pandemic. As more of you return to those workplaces, ensuring we are vaccinated provides one more layer of safety for all of us. It also shows the commitment of all of us in the BC Public Service to support the provincial effort and work together to get through the pandemic.

Sincerely,

Lori Wanamaker

Deputy Minister to the Premier,

Cabinet Secretary and Head of the BC Public Service

## Mandatory vaccination for BC public service employees

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From: s.22  
To: lori.wanamaker@gov.bc.ca, Wanamaker, Lori PREM:EX  
<Lori.Wanamaker@gov.bc.ca>  
Sent: October 5, 2021 12:38:13 PM PDT

**[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.**

Hello,

I am a longstanding BC public service employee and have significant concerns with your mandatory vaccine directive issued in your Executive Update, Oct 5, 2021. Please advise on and consider the following through a follow-up Executive Update.

- Your email did not even consider supports for employees struggling with this decision. You haven't taken any consideration of emotional impact you're inflicting on your public service. This punctuates the point that the PHO's (and your) actions are no longer about peoples' health. It's about controlling people.
- Natural immunity is proven more effective than vaccines. Why are you not accommodating those with natural immunity?
- Why would an employee who is working fully virtual from home need to be vaccinated?
- The vaccines are still in trials phase and their long-term effects are unknown, even according to the pharmaceutical companies making them (who are fully indemnified). How can you and Dr Henry in good conscience declare them safe and effective when that can't yet be scientifically proven?
- Other governments' definitions of "fully vaccinated" (like Israel) has changed, now including 3 shots plus boosters. Your mandatory "fully vaccinated" requirement sends your public servants (and British Columbians) down a slippery slope of medical enslavement.
- Israeli studies have also shown that fully-vaccinated people are more prone to contracting Covid than unvaccinated.
- What accountability will you take, Lori, if severe long-term impacts are discovered with these experimental gene therapy drugs? What accountability will you take for those employees who have now been coerced by you into taking the vaccine, suffering negative side effects or death? All this for an illness that has a 99.5% recovery rate? Think about it.
- There is significant evidence that the World Health Organization has been corrupted. As Dr Henry is a former WHO employee, how do we know that her recommendations are not also corrupt?
- Finally, what is your plan for the potential employee exodus for those unwilling to comply?

Please reverse your decision.

Signed,

An unhappy employee who was once happy.

Sent with [ProtonMail](#) Secure Email.

## RE: Executive Message from Lori Wanamaker: COVID-19 Update

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From: s.22  
To: Wanamaker, Lori PREM:EX <lori.wanamaker@gov.bc.ca>  
Sent: October 5, 2021 1:07:29 PM PDT  
Attachments: image002.png, image001.png, image003.png

Awesome news – thank you!!

Cheers,

s.22



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**From:** Executive Update PSA:EX <ExecutiveUpdate@gov.bc.ca>  
**Sent:** Tuesday, October 5, 2021 11:04 AM  
**Subject:** Executive Message from Lori Wanamaker: COVID-19 Update

## COVID-19 Update

Good morning,

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Sincerely,

Lori Wanamaker

Deputy Minister to the Premier,

Cabinet Secretary and Head of the BC Public Service

## FW: Vaccine cards for trans employees

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From: Marquis, Yvette PREM:EX <Yvette.Marquis@gov.bc.ca>  
To: Wanamaker, Lori PREM:EX <Lori.Wanamaker@gov.bc.ca>  
Sent: October 5, 2021 4:33:46 PM PDT

Lori,

*I received the email below from an employee s.22 who asked me to remove his name but wanted to ensure you saw the content of his email.*

Hi Yvette,

My apologies if you are not the best person to contact regarding the recent announcement about mandatory vaccination for employees, but I have a concern that may want to be considered in the planning over the coming weeks.

There will be some employees whose name on the vaccine card does not match their name known by their supervisor and/or team. This will most likely happen for transgender and non-binary employees who have not changed their legal name to one that better suits their gender-identity. The unintended consequence will be 'outing' these people at work. Perhaps the PSA has already given this scenario some thought and are thinking about solutions, but I want to offer a suggestion.

I see from Lori's email that the process will be for an employee to show a "designated excluded manager" their vaccine card. My suggestion is to have a *central* designated excluded manager at either the division level or, preferably, Ministry level. The PSA could then explain the confidentiality need for trans and non-binary folks to the central designated excluded manager, and the employee would not have to show their legal name to their immediate supervisor (manager, director, ED, etc.). I'm not sure who would be the best centralized designated excluded manager, but the higher up, the better.

I suggest that employees are not given the option of whether they show their vaccine card to a designated excluded manager or a hypothetical central one because employees who chose not to show their supervisor their card would then be in an awkward situation.

I appreciate this may be operationally challenging and there may be other risk-mitigating processes besides what I have suggested. But I hope the PSA can think about trans and non-binary employees in the planning process for the coming weeks.

Please do not share my name with others unless needed. And please let me know if there is someone else I should contact.

Thanks for reading,

## In response to the new direction

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From: s.22  
To: Wanamaker, Lori PREM:EX <Lori.Wanamaker@gov.bc.ca>  
Cc: s.22  
s.22  
s.22  
Sent: October 6, 2021 7:52:24 AM PDT  
Attachments: image001.png, image003.png, image004.png, image005.jpg, image002.png

Good morning.

I spent my day yesterday fielding phone calls from colleagues over this new recommendation. I have heard from people who are pregnant (one trying) that are waiting to see the long term vaccine results, people who are vaccinated who are opposed to the passport, supervisors with staff successfully teleworking and confused why this can't continue, people who have seen negative vaccination impacts to friends and family members, religious reasons, and people who think this is a great idea.

I will continue to listen.

I was impressed, s.22 where COVID measures were put to the ultimate stress test, that what we were doing was safe and prudent. I've CC'd the leaders in our program who embraced and supported the staff that implemented these safety measures as they deserve huge appreciation and thanks. This recent news has created disruption, distraction and added stress in the program s.22

s.22 It was about a few weeks ago, Mrs. Wanamaker, you were touting the success of telework as an option for anyone who can meet expected work performance measures. What led to the change? I do not know what the measurable COVID-related goal the BC Provincial Government has set (e.g. acceptable cases per year); this needs to be shared.

Our current operations in s.22 couldn't be more inclusive while meeting COVID safety measures. The BC PSA should continue to be leaders in inclusion and diversity. Not fear mongering examples of coercion. We can't afford to lose people (physically or mentally) right now in an organization already struggling with recruitment and retention.

I welcome a conversation.

Take care,

s.22

## RE: Executive Message from Lori Wanamaker: COVID-19 Update

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From: s.22  
To: Executive Update PSA:EX <ExecutiveUpdate@gov.bc.ca>, Wanamaker, Lori  
PREM:EX <Lori.Wanamaker@gov.bc.ca>  
Sent: October 6, 2021 8:04:18 AM PDT  
Attachments: image006.png, image005.png

Good morning,

I am very concerned with your decision to implement these measures across the board and to all public sector workers regardless of the risk and without any rationale, data or information that supports your decision.

You mentioned in your email that over 80 percent of eligible British Columbians have been vaccinated. Most of small minority that has not been vaccinated already had the virus and have obtained natural immunity that is according to the latest studies better than immunity of those vaccinated. For this reason it is puzzling to me that this decision is being implemented now when we know that most people have been vaccinated or already recovered from the virus. You also said, "I have heard from a number of you asking that we introduce a vaccination requirement". I have been working in the office during the pandemic and I can tell you that most people are just scared, and some are using the current situation as an excuse to delay or avoid coming back to work after a long period of time working from home. If your decision to introduce these measures is based or influenced by staff requests to bring these measures, I think it is reactive decision and based on incomplete information.

Your email does not contain a single information or data, that would indeed support this type of the decision, such as number of transmissions at workplace, # of hospital days/public service employee due to the virus, how will these measures affecting minority, significantly reduce transmission of the virus.

I would really like to know what is your main concern here: "reduction of transmission in our communities" or workplace safety? Does this mean that our current measures in each office are insufficient and not working? Can you support this with data?

Have you ever thought about impacts on mental health?

Additionally, changing directions from your office is causing confusion, stress, and staff anxiety.

s.22

Instead, I feel very sad and very emotionally exhausted...

Thank you for your time.

s.22

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**From:** Executive Update PSA:EX <ExecutiveUpdate@gov.bc.ca>  
**Sent:** October 5, 2021 11:04 AM  
**Subject:** Executive Message from Lori Wanamaker: COVID-19 Update



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Sincerely,

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Deputy Minister to the Premier,

Cabinet Secretary and Head of the BC Public Service

## FW: Executive Message from Lori Wanamaker: COVID-19 Update

---

From: Marquis, Yvette PREM:EX <Yvette.Marquis@gov.bc.ca>  
To: Wanamaker, Lori PREM:EX <Lori.Wanamaker@gov.bc.ca>, Zacharuk, Christina PREM:EX <Christina.Zacharuk@gov.bc.ca>, Kristianson, Eric PREM:EX <Eric.Kristianson@gov.bc.ca>  
Sent: October 6, 2021 9:10:24 AM PDT  
Attachments: image002.png, image004.png

Good morning,  
Not sure if you have been alerted to the below...

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**From:** s.22

**Sent:** October 6, 2021 9:08 AM

**To:** Marquis, Yvette PREM:EX <Yvette.Marquis@gov.bc.ca>

**Subject:** FW: Executive Message from Lori Wanamaker: COVID-19 Update

Hi Yvette!

Just wanted to bring the below to yours/Lori's awareness, although I am sure you will be getting a million emails about this. Not too sure how many staff it went to.

Have a great day,

s.22

---

**From:** s.22

**Sent:** October 6, 2021 9:04 AM

**To:** s.22

**Subject:** RE: Executive Message from Lori Wanamaker: COVID-19 Update

Hi,

For those that are for freedom of individual conscience and against institutional medical discrimination, there is a group that has formed.

The below announcement on medical disclosure is a fundamental and egregious contravention of the Canadian Charter of Rights and Freedoms and privacy laws. Your own body is your own business, nobody else's.

Download the telegram app and follow the below link:

<https://t.me/BCPublicServantsforFreedom>

Regards,

s.22

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**Sent:** October 5, 2021 11:04 AM

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Deputy Minister to the Premier,

Cabinet Secretary and Head of the BC Public Service

## RE: Executive Message from Lori Wanamaker: COVID-19 Update

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From: s.22  
To: Wanamaker, Lori PREM:EX <Lori.Wanamaker@gov.bc.ca>  
Sent: October 6, 2021 10:03:25 AM PDT  
Attachments: image001.png, image003.png

Hi Lori,

I was just wondering if you could add a question and answer to the HR list:

who will be liable in the event that I have an adverse reaction or injury?

Thanks you,

s 22

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**From:** Executive Update PSA:EX <ExecutiveUpdate@gov.bc.ca>  
**Sent:** October 5, 2021 11:04 AM  
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## Very concerning email received re: Executive Message from Lori Wanamaker: COVID-19 Update

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From: s.22  
To: Wanamaker, Lori PREM:EX <Lori.Wanamaker@gov.bc.ca>  
Sent: October 6, 2021 11:51:23 AM PDT  
Attachments: image001.png, image002.png, image005.jpg

Hi Lori,

Wanted to make you aware to this email from s.22 I received this morning. I am really deeply concerned about his message. Please see my email to my Director s.22  
Thank you for your time.

s.22

*CONFIDENTIALITY NOTICE: This message and any accompanying documents contain confidential information intended for a specific individual and purpose. This message is private and protected by law. If you are not the intended recipient, you are hereby notified that any disclosure, copying or distribution, or the taking of any action based on the contents of this information, is strictly prohibited.*

From: s.22  
Sent: October 6, 2021 11:46 AM  
To: s.22  
Cc: s.22  
Subject: FW: Executive Message from Lori Wanamaker: COVID-19 Update  
Hi s.22

I find the email from s.22 (below) very disturbing to say the least.  
Just wanted you to know, at this point I am not sure what action executive can or should be taking.  
Regards,

s.22

From: s.22  
Sent: October 6, 2021 9:04 AM  
To: s.22  
Subject: RE: Executive Message from Lori Wanamaker: COVID-19 Update

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Sincerely,

Lori Wanamaker

Deputy Minister to the Premier,

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## A plea from a devoted public servant

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From: s.22  
To: Wanamaker, Lori PREM:EX <Lori.Wanamaker@gov.bc.ca>, Kot, Jill PREM:EX <Jill.Kot@gov.bc.ca>  
Sent: October 6, 2021 4:54:01 PM PDT  
Attachments: image003.png, image004.png, image002.png

Dear Lori and Jill,  
s.22

s.22

I have always been drawn to people-focused work. Helping others and leading the way with integrity are values I hold very dear. I have been inspired by the Diversity and Inclusion work being done in the Public Service, including tremendous support and advocacy for Indigenous Peoples, the BIPOC and LGBTQ communities and persons with disabilities. We have moved our organizational culture to one of greater inclusion, psychological safety and cultural safety, and I have faith that the BC Public Service will continue to move in that direction.

**I implore you to please consider this before moving ahead with vaccine mandates for BC Public Servants. What message would the BC Public Service be sending if we excluded our unvaccinated colleagues from our workplace? I believe there are other ways to protect peoples' safety as well as jobs/livelihoods, especially in a work environment where many are working virtually several days a week. Mask mandates are one thing, but excluding someone from the workplace for their personal medical decision to choose what they put into their bodies brings things to an entirely new level that leads me to wonder, what next? Why not offer virtual work options, mandatory masks or requirements for regular COVID testing for those people instead? At the very least, I hope that you would consider religious and spiritual reasons and a valid cause for exemption. There are real people with families and lives and careers at stake with this decision and I hope every consideration is being given to the many alternative options.**

There is a very fine line between encouragement and coercion (the practice of persuading someone to do something by using force or threats)—is losing one's job not a threat? This is a very slippery slope we are headed down.

**Please, please let's stand up for a vision of a brighter future. One of love, acceptance, free will and understanding where every human being is honoured and given space to make the choices that they feel are best for them.**

I appreciate your time reading this email.

With gratitude and respect,

s.22

**From:** Wanamaker, Lori PREM:EX [Lori.Wanamaker@gov.bc.ca](mailto:Lori.Wanamaker@gov.bc.ca)

**Sent:** March 3, 2021 4:17 PM

**To:** s.22

**Subject:** RE: Executive Message from Lori Wanamaker: Where We All Belong

Hi s.22 Thanks for your feedback. I really appreciate it.

Stay healthy,

Lori

**From:** s.22

**Sent:** March 1, 2021 3:02 PM

**To:** Wanamaker, Lori PREM:EX <[Lori.Wanamaker@gov.bc.ca](mailto:Lori.Wanamaker@gov.bc.ca)>

**Subject:** RE: Executive Message from Lori Wanamaker: Where We All Belong

Lori,

I felt compelled to share with you how wonderful and poignant your emails have been since you started in the role as Head of the Public Service. I find it so incredibly refreshing to have a woman in this role again and to see our efforts as a Public Service focused on the things that really matter—people, relationships, how we treat each other, and bringing our true authentic selves to work each day (the list goes on). For so many years the term “soft skills”

has been used and those skills undervalued, and I can see now the time has come for them to take centre stage in order for us to thrive.

Your most recent email brought me to tears. I just wanted to say *thank you*, from the bottom of my heart, for leading us where we all need to go, and for showing that a woman has what it takes to make this organization an amazing place for us all.

You inspire me!...and I bet there are many other women in the BCPS feeling the same way. 😊

I hope you're having a great week!

Warmest regards,

s.22

**From:** Executive Update PSA:EX <[ExecutiveUpdate@gov.bc.ca](mailto:ExecutiveUpdate@gov.bc.ca)>

**Sent:** March 1, 2021 10:00 AM

**Subject:** Executive Message from Lori Wanamaker: Where We All Belong

## Where We All Belong

The BC Public Service should be a place where none of us ever feel unsafe; where none of the capable, qualified and deserving colleagues we work alongside are ever denied opportunity; and where nobody in our teams feels left out.

I would like all of this to be true. Unfortunately, for too many of our colleagues, that isn't their experience. In spite of ten years of steadfast work on initiatives to make our workplace more accessible, diverse, welcoming, and inclusive, there is still work to be done.

To that end, today we are releasing *Where We All Belong*, a renewed diversity and inclusion strategy for the BC Public Service. You can read more about the strategy on the [Diversity and Inclusion Resource Centre](#). Much of the work it sets out will be led by our colleagues at the BC Public Service Agency with support from me and our entire corporate executive. You can expect to have opportunities to shape that work as it develops. Each of us has an important role to play in building a more inclusive public service.

*Where We All Belong* sets out a goal of ensuring the public service reflects the population we serve and where every employee can achieve their full potential. Realizing that goal will require equal amounts of determination and humility from us all. I believe most of us are already on this journey, but we are at different points. Some of us are at the beginning of the path and in need of help to take the next steps. And even the most ardent advocates of equity among us still have room to learn and grow as we all pursue this work together.

The new strategy will contribute to fostering a respectful workplace culture for everyone. We will be intentional about identifying and addressing bias in how we work as an organization. To be successful, we must ensure that our own words and actions help to create a truly inclusive work environment for one another. Building inclusion is not a passive exercise done by somebody else. It is an active process in which we all play a part.

Some of this work will require us to have conversations that we may find uncomfortable and difficult. As we engage in this work, we must bring the same degree of professionalism and respect for one another that is expected in all other aspects of our responsibilities. Although we may be dealing with deeply personal and emotional issues, this is when it is most important for us to rely on the power of the values we share as a public service – not only our passion and courage, but also accountability, teamwork, service, curiosity and integrity. Together we must continue to foster inclusion in our workplace by incorporating those values in all our interactions.

These issues of social inequity and intolerance are far bigger than the public service. For better and for worse, we reflect the dynamics of the society in which we live. But we know that those dynamics are shifting, and we have an opportunity to embrace and advance this shift in a way that serves as a model for others. And more importantly, diversity and inclusion in our workforce improves the lives of the people we serve and the people with whom we work every day.

Our new diversity and inclusion strategy will support us to become a stronger, better and safer place to work – and an organization even better able to serve the needs of British Columbians. It is up to each of us to support and promote this work in whatever ways we can. Thank you for your willingness to join me in this effort.

Sincerely,

Lori Wanamaker

Deputy Minister to the Premier,

Cabinet Secretary and Head of the BC Public Service

## PSA Employee Vaccine Mandate Questions

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From: s.22  
To: lori.wanamaker@gov.bc.ca, Wanamaker, Lori PREM:EX  
<Lori.Wanamaker@gov.bc.ca>  
Sent: October 7, 2021 7:01:35 PM PDT

**[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.**

Hello,

With response to the new mandate for the mandatory proof of vaccination for all PSA employees starting on November 22nd I have a few questions that I would appreciate answers to. I currently work with s.22 and would like to gather some knowledge for myself and my staff.

I understand the severity of Covid-19 and how it is important to prevent the spread, however, I am wondering why the drastic stance of mandatory vaccines is going into effect when the human rights code exists along with the Nuremberg Code. I am specifically going to ask questions regarding the following article published by the human rights code:

[https://bchumanrights.ca/wp-content/uploads/BCOHRC\\_Jul2021\\_Vaccination-Policy-Guidance\\_FINAL.pdf](https://bchumanrights.ca/wp-content/uploads/BCOHRC_Jul2021_Vaccination-Policy-Guidance_FINAL.pdf)

My first question surrounds the following statement:

**"Employers, landlords and service providers (duty bearers) can, in some limited circumstances, implement vaccination status policies—but only if other less intrusive means of preventing COVID-19 transmission are inadequate for the setting and if due consideration is given to the human rights of everyone involved."**

I would love to know why there are no further less intrusive measures that we can take before going to this extreme? At this point in the workplace we have Plexiglas, mandatory masks s.22 we are practicing social distancing, enforcing occupancy limits, and using our hourly Covid-19 cleaning checklist. Why are we not trying more severe methods first such as bringing back the daily health screening for our staff, asking our customers to confirm their health status, s.22

s.22 however this would keep our staffs best interests at heart and show that you care about all of your people. At the end of the day this policy shows that the PSA cares more about profit than people.

At this point, the introduction of mandatory vaccinations in the workplace is quite discriminatory and comes across as a great way to cause a divide between all of the employees. I am just simply looking for clarification as to why we are doing this when the majority of the population is vaccinated. Why are we trying to force the remainder to get theirs when herd immunity exists and should be taking effect?

My second question surround the following statement:

**"Vaccination status policies should be justified by scientific evidence relevant to the specific context, time-limited and regularly reviewed, proportional to the risks they seek to address, necessary due to a lack of less-intrusive alternatives and respectful of privacy to the extent required by law. In applying such a vaccination status policy, duty bearers must accommodate those who cannot receive a vaccine to the point of undue hardship. "**

Are we specifically seeing a spike in Covid-19 cases within the PSA? Is there a timeline on how long this new mandatory vaccine policy will be around? According to the report below, cases have stabilized or decreased over the last few weeks aside from in children. With this information, why are we rushing to put this policy into place when it looks as though things are beginning to slow down or get better?

[http://www.bccdc.ca/Health-Info-Site/Documents/COVID\\_sitrep/Week\\_38\\_2021\\_BC\\_COVID-19\\_Situation\\_Report.pdf](http://www.bccdc.ca/Health-Info-Site/Documents/COVID_sitrep/Week_38_2021_BC_COVID-19_Situation_Report.pdf)

According to the below report, there are quite a few different negative side effects that can be received from both the first and second dose of the Covid-19 vaccine, anywhere from an allergic reaction, all the way up to and including death. At this time, are we taking away people's freedom of choice and forcing them to risk their lives when Covid-19 is levelling out? Why are humans not allowed the decency to choose which risk they would rather take, being unvaccinated and facing Covid, or getting vaccinated and facing its side effects. The other part of this that is drastically unfair is the fact that even if you are vaccinated, you can still get Covid. So what is the point of forcing the human population into injecting something into their bodies when it doesn't make a difference at the end of the day?

[http://www.bccdc.ca/Health-Info-Site/Documents/COVID-19\\_vaccine/AEFI\\_reports/COVID19\\_AEFI\\_Weekly\\_Report\\_2021-09-23.pdf](http://www.bccdc.ca/Health-Info-Site/Documents/COVID-19_vaccine/AEFI_reports/COVID19_AEFI_Weekly_Report_2021-09-23.pdf)

Thank you for taking the time to read this. I'd like to take a moment to reiterate that this is a very discriminatory policy that is being put into place and is putting human rights out of consideration. We are being forced to put a foreign chemical into our bodies when we rightfully have the choice to choose what we want to put into our bodies. Our jobs and livelihoods should not be threatened because of our choice to live without the Covid-19 vaccine.

Kind regards,

s.22

## Re: In response to the new direction

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From: s.22  
To: Wanamaker, Lori PREM:EX <Lori.Wanamaker@gov.bc.ca>  
Sent: October 8, 2021 1:08:46 PM PDT

Thank you, for your response.

I look forward to you sharing the scientific rationale and the strategy (still looking for the measurable goals/objectives) for this new policy. After all, as public servants and tax payers, we have the right to this information.

Hope you have a good Thanksgiving weekend, grateful for all you have.

Take care,

s.22

On Oct 7, 2021, at 9:23 AM, Wanamaker, Lori PREM:EX <Lori.Wanamaker@gov.bc.ca> wrote:

Hello s.22

First, let me thank you for all the work you and your colleagues continue to do s.22

s.22 And thank you for your feedback.

On the issue of the vaccination policy, I recognize that for some colleagues this direction is a cause for concern and anxiety. It is not a decision I took lightly, but it is also one I wouldn't make if I didn't think it was necessary. All of us have done excellent work in managing the impact of the pandemic through the measures we have had in place. However, the growing impact of the delta variant of the virus and its higher transmissibility continues to pose a significant challenge for us. In that context, I believe implementing the vaccination policy is the right step to take in the interests of our employees, our colleagues, our clients and the communities we serve. While that may cause anxiety for some, I know that many employees also have felt increasingly anxious about working alongside unvaccinated colleagues. We have an obligation to provide a safe work environment, and this step is an appropriate measure at this time to help ensure we do that to the best of our ability.

Thank you again for taking the time to share your perspective.

Lori

Sent from my iPad

On Oct 6, 2021, at 7:52 AM, s.22  
s.22 wrote:

Good morning.

I spent my day yesterday fielding phone calls from colleagues over this new recommendation. I have heard from people who are pregnant (one trying) that are waiting to see the long term vaccine results, people who are vaccinated who are opposed to the passport, supervisors with staff successfully teleworking and confused why this can't continue, people who have seen negative vaccination impacts to friends and family members, religious reasons, and people who think this is a great idea.

I will continue to listen.

I was impressed, s.22 where COVID measures were put to the ultimate stress test, that what we were doing was safe and prudent. I've CC'd the leaders in our program who embraced and supported the staff that implemented these safety measures as they deserve huge appreciation and thanks. This recent news has created disruption, distraction and added stress in the program s.22

s.22

s.22 It was about a few weeks ago, Mrs. Wanamaker, you were touting the success of telework as an option for anyone who can meet expected work performance measures. What led to the change? I do not know what the measurable COVID-related goal the BC Provincial Government has set (e.g. acceptable cases per year); this needs to be shared. Our current operations in s.22 couldn't be more inclusive while meeting COVID safety measures. The BC PSA should continue to be leaders in inclusion and diversity. Not fear mongering examples of coercion. We can't afford to lose people (physically or mentally) right now in an organization already struggling with recruitment and retention. I welcome a conversation.

Take care,

s.22

s.22

<image001.png>

## Mandatory Vaccinations

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From: s.22  
To: Wanamaker, Lori PREM:EX <Lori.Wanamaker@gov.bc.ca>  
Sent: October 12, 2021 2:14:07 PM PDT

Lori Wanamaker,

I am greatly opposed to this decision to make vaccination mandatory for BC Public Service employees. It goes against both human rights and our corporate values. Please consider my words carefully, they are meant in earnest, for the best of our organization, and for the best of our society.

In the document *A human rights approach to proof of vaccination during the covid 19 pandemic*, issued by British Columbia's Office of the Human Rights Commissioner, it is stated that due consideration must be given to the human rights of everyone involved. This is clearly not the case here. We should have the basic human right to choose what goes into our bodies. I do not see how this decision, forcing us to choose between this and our livelihood, could be considered even remotely ethical.

This is discrimination. The Human Rights Code, [RSBC 1996] section 13 (1) states that "A person must not discriminate against a person regarding employment or any term or condition of employment because of the ... political belief, religion ..."

To me, this situation falls most under the categories of political beliefs and religion. There are a multitude of reasons why some of us have chosen to remain unvaccinated. There is much science both for and against these vaccines, as are there a plethora of different beliefs, ideas, and values behind all of our decisions whether or not to become vaccinated. With each of our internal debates, we each come to a different conclusion. These choices should be respected by our organization.

Is it not diversity that makes a group, a society, a team, strong? By enforcing rules that discriminate against those with so simple a desire as to maintain the rights to their own body, we weaken our team. This decision to reject members of our team who choose to remain unvaccinated goes against our core value of teamwork.

And what of curiosity? By excluding us from the picture, you refuse to acknowledge the fact that the various aspects of this issue are many. Oft have I heard the quote, "You do not know what you do not know." This is so true, even for medical experts and scientists. This is new technology, and perhaps it is best not to experiment with our entire population. As a society, must we put all of our eggs in one basket? But regardless of these debates of whether or not to vaccinate, we need to acknowledge the value in accepting others' views.

Think of an idea, belief, or value that you hold dear. Now imagine that you have been told by your employer that you must either perform an act that seriously goes against your ideals, or lose your job. That is what is happening here. Would you not also like to see yourself respected?

Please ask yourself, what does it mean to have integrity? It is not too late to maintain your commitment to our core values and basic human rights by formulating a plan that respects the variety of individuals that are a part of our team, and allows us continue to provide our service.

Sincerely,

s.22



## vaccine info

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From: s.22  
To: Wanamaker, Lori PREM:EX <Lori.Wanamaker@gov.bc.ca>  
Sent: October 13, 2021 11:55:30 AM PDT

Hello Lori,

I write with regard to the matter of potential covid vaccine and my desire to be fully informed and appraised of ALL facts before going ahead.

I'd be most grateful if you could please provide the following information, in accordance with the statutory legal requirements:

1. Can you please advise me of the approved legal status of the vaccine and if it is experimental?
2. Can you please provide details and assurance that the vaccine has been fully, independently, and rigorously tested against control groups and the subsequent outcomes of those tests?
3. Can you please advise me of the list of contents of the vaccine I am to receive and if any are toxic to my body?
4. Can you please fully advise of all the adverse reactions associated with this vaccine since it's introduction?
5. Can you please confirm that the vaccine you are advocating is NOT 'experimental mRNA gene altering therapy'?
6. Can you please confirm that I will not be under any duress from yourselves as my employers (in compliance with the Nuremberg Code)?
7. Can you please advise me of the likely risk of fatality, should I be unfortunate to contract Covid 19 and the likelihood of recovery?

Once I have received the above information in full and I am satisfied that there is NO threat to my health, I will be happy to accept your offer to receive the treatment, but with certain conditions- namely that:

1. You confirm that I will suffer no harm.
2. Following acceptance of this, the offer must be signed by a fully qualified doctor who will take full legal responsibility for any injuries to myself, and/or from any interactions by authorized personnel regarding these procedures.
3. In the event that I should have to decline the offer of vaccination, please confirm that it will not compromise my position and that I will not suffer prejudice and discrimination as a result?

Please provide the above requested information no later than October 22, 2021

I would also advise that my inalienable rights are reserved.

Thank you,

s.22

## Vaccine Mandate - BC Wildfire Committee and BCGEU Union Reps

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From s.22

:

To: s.22

s.22

s.22

s.22

Wanamaker, Lori PRÉM:EX

<Lori.Wanamaker@gov.bc.ca>

Cc: president@bcgeu.ca

Sent: October 13, 2021 1:21:39 PM PDT

Hello all.

My name is s.22

s.22

I

have enjoyed this job immensely however after reading about the vaccine mandate I have felt extreme stress and anxiety over the future of my job. Without requiring you to read between the lines, I am unvaccinated. I do not disclose this fact to just anyone as this is clearly personal medical information.

This vaccine mandate concerns me on numerous levels and as mentioned has added great stress and anxiety s.22

s.22 I understand that this policy is being driven from the top down and myself, the worker at the bottom of the chain will have very little effect. But no surprise it is also my right and my duty to openly communicate concerns I have within the workplace.

My issues and concerns are as follows:

1. As already previously stated, disclosure of personal medical information. Every employee has the right to keep personal medical information to themselves. If an employee has a reason for not wanting to become vaccinated then they shouldn't be discriminated against. Their reason could be anything from fear of the unknown to a religious belief.
2. The freedom of choice. My workplace should have no bearing on medical choices. By definition I feel like the BCGEU is attempting to force my hand into becoming vaccinated or suffer the loss of my livelihood. This is by definition, extortion. You require me to do something or you will remove privileges. That is not a healthy way to engage me as employee.
3. The vaccine is experimental. Period. The corona virus has been on the world stage for almost 2 years now and in that time companies have been working on a vaccine. This is the first approved MRNA vaccine ever. If I asked my doctor today what the effects of this vaccine are after 2 year, 5 years and on, any answer they give me would at best be an assumption, or an outright lie if they said they knew for sure. This vaccine was fast tracked through the approval system. The majority of Canadians feel it is ok to take part in a global trial. Again experimental. I am not ok with that.

4. s.22

s.22

Since when do we punish employees for being cautious and careful about health choices?

Those are a few of the many issues I have with this mandate. I feel like the union is taking more of a political stance than one that preserves employees trust in the organization to do the right thing. I feel like the union is about to 'throw the baby out with the bathwater' for lack of a better term. I imagine that this mandate effects more s.

s.22 employees than other areas within the BCGEU s.22

s.22

Therefore I

believe the s.22 will have a greater than average number of people against this mandate. The timing of this mandate also falls more into the calculated rather than inclusive area. s.22

s.22

s.22

Efforts should be made to reach everyone of those

individuals To go from an accepted valued employee to someone being threatened with termination over the course of a single month is extreme in my opinion and many others.

As a long term employee I do expect a certain level of engagement from the union to which I have paid dues to for the past s.22 and helped shape what this organization looks like. I have carried the flag for the BC government and all I want is 'Reasonable accommodation' for my beliefs, not a short notice ultimatum. Reasonable accommodation in my opinion would include the option of testing for corona at the workplace, development of a work plan to accommodate unvaccinated workers or a return to work plan that took into account the overall pandemic recovery numbers. Once a level was reached, these employees are able to return.

Don't you wonder why Canadian nurses who have been mandated to get the vaccine are fighting so hard for their rights?? These are people who dealt with the virus first hand yet are openly against mandates. Doesn't this example highlight that there might be something wrong? If they are willing to loose there jobs over this or might they have a more educated opinion?? The RCMP union has also said although it believes in the vaccine it will still stand behind its unvaccinated workers which as far as I can tell is a far cry from what has been presented to me by the BCGEU. Is it to much to ask to be supported?? And another question, you yourself, whoever it is that takes the time to read this email, When is enough enough?? How many shots are you going to line up for?? Are you willing to stand in line multiple times a year to receive a booster shot?? Are you willing to get those shots for the rest of the time you are employed with the BCGEU? Is that a reasonable request from an employer? I believe in the employer providing a safe work place and they have done that so far. Since when is forcing a worker to get a shot reasonable?? Why the extra push when 80 percent plus of BC residents are already vaccinated? Whatever happened to the term herd immunity?? Isn't this mandate heavy handed?? The employer has provided masks, hand sanitizer and been supportive of working from home when possible. Why is it such a stretch to require rapid testing and let me keep my job? I personally don't expect or want society to stand up to protect me. That is my job and if I want to gamble with a vaccine that is my business.

I feel very alone on this issue and am openly looking for union support throughout this process. I understand that the mandate specifics will be posted at the end of October which will help clarify a few points. Please contact me if you have any positive messaging for me or a strategy that might overturn this rash decision that is being pushed on us. At the core of it all, if we don't have the ability to make choices for our own bodies then what choice do we really have?? Treat me as an individual not a herd animal. Lowest common denominator rulings are never the best option.

Please feel to contact me on my personal cell at s.22 or via my personal email account at

s.22 s.22

s.22

Please consider these points.

s.22

## Concern re vaccine mandate

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From: s.22  
To: Wanamaker, Lori PREM:EX <Lori.Wanamaker@gov.bc.ca>  
Sent: October 14, 2021 8:09:01 AM PDT  
Attachments: image002.png

I have been a member of the BC Public Service s.22 during which time I have demonstrated the values for Public Servants and have always received Achieves Expectations or Exceeds Expectations on my performance reviews. I may not be an outstanding Public Servant who desires the spotlight or to climb the ladder but I have been a consistent and devoted employee for my entire career.

I now find myself in a position where my employer is forcing me to make an impossible decision: Sacrifice my beliefs and possible health and accept a vaccine that I do not want or sacrifice my financial security and retirement. Myself and my colleagues should have the right to exercise free will and not be coerced and threatened to lose our livelihoods for choosing to exercise our rights as Canadian citizens under the law.

s.22 As I have been a career Public Servant this is the only pension I have and the implications should I resign now would be significant enough to have a very large detrimental affect on my finances into retirement. s.22

s.22 Compounding my anxiety about this decision is the fact that the policy has not been made known. I do not know what, if any, options are available to me. I feel it is very unfair to expect employees to make potentially life-altering decisions without all of the information required. As this information will not be made known until November 1, there is no possible way for an employee to know all of the options/implications in time to meet the November 22 deadline. It feels like I'm being told not to drive faster than 80 km/h without knowing if the implication is a ticket or my vehicle exploding into a ball of fire.

I would also like you to know, on a deeply personal level, that this is having a significant impact on my mental well-being. I have always been a relatively balanced individual but since receiving notification of the mandate I have suffered from light-headedness, inability to concentrate, emotional instability, insomnia and nausea.

I am certain I am not the only one with the above feelings and am not certain what I even hope to gain by sending this email but I needed to do something to express my concerns.

Please treat the contents of this email as Private and Confidential.

s.22

## Fwd: What your policies are doing

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From: s.22  
To: lori.wanamaker@gov.bc.ca, Wanamaker, Lori PREM:EX  
<Lori.Wanamaker@gov.bc.ca>  
Sent: October 15, 2021 6:28:05 AM PDT  
Attachments: IMG\_6048.jpg, IMG\_6050.jpg, IMG\_6051.jpg, IMG\_6049.jpg, IMG\_6047.jpg

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

>  
> Dear Lori Wanamaker,

> s.22 This is what this vaccine mandate is doing to my fellow colleagues in the BC public service. I have heard stories of suicide ideation, not wanting to live anymore because you have decided to uphold divisive, intrusive, illegal policies across the board without making any accommodations as of yet for our staff. This is going to lead to possible loss of life. We talk so much of inclusivity in our ministries and we turn around and discriminate against our very own workers. People are scared to go into the office, they feel like pariahs and social outcasts for not choosing to take a vaccine that has not yet passed clinical trials. We can make accommodations and create a safe environment for all workers while still including our public servants that chose not to vaccinate. s.22

s.22 I can tell you that This is going to go down in history as one of the greatest crimes against humanity ever perpetrated en mass. I choose to be on the right side of history.

> I implore to you to do the right thing and void this looming vaccination date. This has caused pain and suffering at an unprecedented alarming rate. I am making note I have sent you this email, and I will continue to send messages if I have to, showing the absolute agony this mandate has caused. You look like a kind reasonable person and I hope that you can take into consideration these messages of absolute despair that I am sending you.

>  
>  
> Thank you.

> s.22  
>  
>

I don't know if I have tears left.  
There are days I find laughing at  
this all (from pure burnout) good  
to relieve the stress and anxiety.  
Although the tears always seem to  
win. Then I remind myself: people  
made it through the Holocaust or  
Nelson Mandela also showed a  
mind like no others. The biggest  
battle is with our minds right now!

I had my first session with an EFAP counsellor. First I had to call back after referral because I did not hear from anyone for weeks, then they scheduled me a session with a counsellor and it was the worst. So unprofessional and totally unable to hold ANY space for me around my stress and anxiety about being forced to out something in my body That we have not even been told the ingredients of. She just said right ok what's your plan what steps are you taking it's for public safety blah blah blah. I usually don't asset myself like this but I told her she was not being professional as it was clear her own biases we're definitely getting in the way of her holding space for me. It as quite incredible. Looked at her website

>  
>  
>  
I was talking to a friend today about how some people have BECOME so mean saying things like "they deserve to loose their jobs" or "they don't deserve medical treatment" or worse "they deserve to die". It has made me so sad I've cried a lot. "They" are my my family, my friends, my coworkers.... My friend said those people saying those things haven't BECOME that way they were always hateful, mean, and horrible people, this just gave an opportunity to show their true colours. I'm not sure why but it made me want to cry a little less.

6:58 PM

I have never had anxiety but this week I've had a knot of anxiety pulsating through my body every day. I cry on my walk to work and then cry on my walk home.

>  
>  
>



I just find this group now and thank you s.22 for organizing this. I am also so stressed out and feeling depression an anxiety. I feel hopeless.

I honestly don't know how long I can hold myself together. Loosing the job itself is too hard and I am facing everything which was mentioned in this thread.

s.22

s.22

I will not be able to see my parent and friends. This makes me difficult breathing. I hope you all can feel a bit better as you can see your family. I first time wonder if it is worth to live in this world. I can't enjoy anything I had enjoyed.

>

>

> Sent from my iPhone