Dear Mr./Ms. \_\_\_ [name of person sending you the vaccine demand letter],

I write in response to your demand that I receive the new, experimental Covid vaccine or risk losing my job. I have a number of concerns.

**The Policy Ignores Existing Natural Immunity**

The Requirement does not recognize the enhanced immunity possessed by individuals who have already had a Covid infection.   For example, Science Magazine recently discussed an Israeli study which found "[t]he natural immune protection that develops after a SARS-CoV-2 infection offers considerably more of a shield against the Delta variant of the pandemic coronavirus than two doses of the Pfizer-BioNTech vaccine".  See <https://www.sciencemag.org/news/2021/08/having-sars-cov-2-once-confers-much-greater-immunity-vaccine-no-infection-parties>. [emphasis added] In such circumstances, imposing a vaccination requirement on those who have already been exposed to, and recovered from Covid, adds nothing to an individual’s immunity or to workplace safety.

**Covid shots do not prevent transmission**

A recent peer reviewed study demonstrated that "vaccinated people who got so-called breakthrough infections carried about the same amount of the coronavirus as those who did not get the shots" indicating that vaccinated and unvaccinated individuals are equally likely to transmit the virus to others. See <https://apnews.com/article/science-health-coronavirus-pandemic-d9504519a8ae081f785ca012b5ef84d1>. Since vaccinated people can transmit the SARS-CoV-2 virus, as shown by the CDC study (<https://www.cdc.gov/mmwr/volumes/70/wr/mm7031e2.htm>), forcing people to get vaccinated in order to prevent transmission is not justified by the scientific data.

**Violation of Charter and Human Rights**

Through this Requirement, you are coercing and compelling your employees, on threat of adverse employment action, to make the inherently personal choice of what medical treatments to take.

Canadian law has long recognized individuals’ rights to personal autonomy and bodily integrity, which this Requirement directly violates. See *R. v. Morgentaler*, [1988 CanLII 90](https://www.canlii.org/en/ca/scc/doc/1988/1988canlii90/1988canlii90.html?autocompleteStr=Morgen&autocompletePos=1) (SCC), [1988] 1 SCR 30.

The Requirement appears designed to implement a government objective that people be vaccinated against Covid. In that case, the Requirement violates the *Canadian Charter of Rights and Freedoms*’ protection for individuals’ life, liberty and security of the person, protected under section 7, and potentially other pertinent sections.

The Requirement also infringes the rights of individuals who have a religious or conscientious belief or medical condition that prevents them from taking the Covid vaccines. Since the reasoning for the vaccine Requirement is not scientifically based as mentioned above, the infringement of individuals human rights is not warranted.

**Liability for Adverse Reactions to Covid Vaccines**

Finally, the Requirement that employees take Covid vaccines is particularly egregious in regard to vaccines which are still appropriately considered experimental, not having gone through long-term trials or being fully approved in Canada.  There are many reports of adverse reactions, including death, which have occurred from individuals receiving Covid vaccines: see <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/safety/adverse-events.html>.

Health Canada has warning labels for the Pfizer, Moderna and Johnson and Johnson vaccines which include: myocarditis, pericarditis, (<https://healthycanadians.gc.ca/recall-alert-rappel-avis/hc-sc/2021/75959a-eng.php>) Bells Palsy (<https://healthycanadians.gc.ca/recall-alert-rappel-avis/hc-sc/2021/76203a-eng.php>) and thrombosis (<https://healthycanadians.gc.ca/recall-alert-rappel-avis/hc-sc/2021/75479a-eng.php>). Can you confirm that you, as my employer, will accept all liability for any adverse reactions employees may suffer as a result of taking vaccines mandated by you?

**Breach of Privacy Laws**

Finally, I am concerned about the privacy implications of the Requirement and the threat of a loss of my employment if I do not divulge personal and confidential medical information that is protected under privacy laws. I am concerned that your new policy is a violation of existing privacy legislation and request your explanation on this point.

**Request**

Given the foregoing, I urge you to immediate halt the new Covid vaccine requirement and consider the above scientific and legal concerns.

If this policy remains in effect, myself and other employees with similar concerns will have no reasonable alternative but to consider legal action.

I request a response, and look forward to hearing from you about all of the issues and concerns outlined above.

Sincerely,

[name]