

Dear Business Owner/Hiring Department,

We are writing to provide critical information to businesses and employers who continue to request proof of COVID-19 vaccination from job applicants. If this condition of employment exists, it is important to be aware of current information. Employers owe a fiduciary duty and due diligence to job applicants which requires, at minimum, reviewing available information and data. The following is intended to assist in providing current information from public health agencies, vaccine manufacturers, and legal sources.

1.) Are you aware of the following information and data pertaining to the COVID-19 vaccine?

- On March 3, 2023, the [Public Health Agency of Canada \(PHAC\)](#) announced that Health Canada is no longer recommending boosters for healthy people under age 65. ¹
- As of April 3, 2023, [California, Oregon and Washington](#) will be removing all vaccine and mask mandates. ²
- On October 25, 2022, a [Supreme Court of New York](#) judgment rendered the public employee vaccination mandate arbitrary and capricious or unconstitutional, and struck down the mandates. ³
- In October 2022, Janine Small, [Pfizer executive](#), admitted in the European Union Parliament that Pfizer did not know whether the COVID-19 vaccine stopped transmission before the rollout. ⁴
- On June 3, 2022, Celia Lourenco, [Health Canada](#), responsible for approving the COVID-19 vaccines for use in Canada, admitted under oath in the Federal Court of Canada that the vaccines were not considered to stop transmission. ⁵
- In November 2020, Dr. Tal Zaks, [Moderna's CMO](#), stated that *"there is no hard evidence that the COVID-19 vaccine stops carrying the virus 'transiently' and can potentially infect others including the non-vaccinated."* ⁶

With the above confirmation that the vaccine does not prevent transmission to others, it is apparent that there is no benefit to taking nor enforcing it. Proof of vaccination to apply for a job is unfounded, and unreasonable.

2.) Publicly Available Real-World Data

a. Pfizer COVID-19 Post-Authorization Vaccine Adverse Events (Injury) data

One of the numerous [Pfizer data documents](#) ⁷, released by [Court order](#) ⁸ by the United States District Court of Texas, on March 1, 2022, was compiled to ensure the public have access to Adverse Event information. In the initial three (3) months of COVID-19 vaccine rollout from Dec 1, 2020 – Feb 28, 2021, cumulative cases showed there were 158,893 adverse events that resulted from 42,086 reported cases in the first three months after released to the public. Of the 42,086 case reports:

- 1,223 of the cases list DEATH as the outcome
- 9,400 of the cases list UNKNOWN as the outcome (22% of the total 42,086)
- 11,361 of the cases were NOT RECOVERED at the time of the report (an additional 27% of the total 42,086)
- Majority of Adverse Events include nervous system disorders (25,957), musculoskeletal/connective tissue disorders (17,283), and gastrointestinal disorders (14,096), in addition to anaphylaxis, facial paralysis, COVID-19 infection, cardiovascular, dermatological, hematological, hepatic and autoimmune conditions

Pfizer also lists nine pages of 1291 unique Adverse Events of Special Interest that can result from their COVID-19 vaccine.

- b. The **U.S. CDC Vaccine Adverse Event Reporting System (VAERS)**, a voluntary reporting system, estimated to account for 1% of vaccine injuries, reports **1,567,900+ deaths and injuries** resulting from the COVID-19 vaccine through March 10, 2023 at [OpenVAERS.com](#) ⁹.
- c. Library of 1250+ peer-reviewed [published studies](#) ¹⁰ on COVID-19 vaccine adverse effects.

3.) A Mandatory Vaccine Policy is unlawful

The Mandatory Vaccine Policy violates sections 4 and 6 of the [BC Health Care \(Consent\) and Care Facility \(Admission\) Act](#) ¹¹, provided below. This Act defines consent rights and elements of consent. Consent must be voluntary, free of pressure, fraud, intimidation or coercion, and the decision to refuse medical treatment must be respected.

Employers must become informed of the publicly available real-world data, and current risks, to understand that a Mandatory Vaccine Policy is not reasonable, nor justified and is discriminatory.

It is kindly requested to please review the above references carefully and remove any reference to COVID-19 vaccines in job advertisements and the hiring process.

Sincerely,

Name

References to the BC Health Care and Care Facility Act made above:

Consent rights

4 Every adult who is capable of giving or refusing consent to health care has:

- (a) the right to give consent or to refuse consent on any grounds, including moral or religious grounds, even if the refusal will result in death,
- (b) the right to select a particular form of available health care on any grounds, including moral or religious grounds,
- (c) the right to revoke consent,
- (d) the right to expect that a decision to give, refuse or revoke consent will be respected, and
- (e) the right to be involved to the greatest degree possible in all case planning and decision making.

Elements of consent

6 An adult consents to health care if:

- (a) the consent relates to the proposed health care,
- (b) the consent is given voluntarily,
- (c) the consent is not obtained by fraud or misrepresentation,
- (d) the adult is capable of making a decision about whether to give or refuse consent to the proposed health care,
- (e) the health care provider gives the adult the information a reasonable person would require to understand the proposed health care and to make a decision, including information about
 - (i) the condition for which the health care is proposed,
 - (ii) the nature of the proposed health care,
 - (iii) the risks and benefits of the proposed health care that a reasonable person would expect to be told about, and
 - (iv) alternative courses of health care, and
- (f) the adult has an opportunity to ask questions and receive answers about the proposed health care.

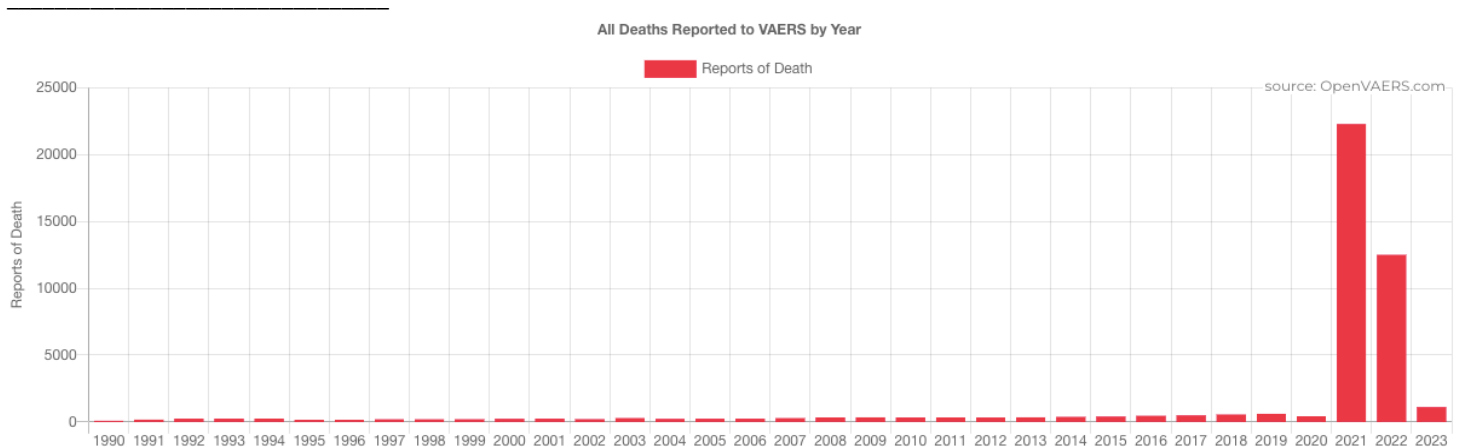


Figure 1 – All vaccine deaths reported to VAERS by year. Of the total 44,581 deaths in 33 years, 34,725 are from COVID-19 vaccines (2021 to March 10, 2023).

Note: Based on the [Harvard Pilgrim Study](#), there is an underreporting factor resulting in less than 1% of vaccine death and injuries reported to VAERS.

Source - OpenVAERS: <https://openvaers.com/covid-data>

Source - Harvard Pilgrim Study: <https://digital.ahrq.gov/sites/default/files/docs/publication/r18hs017045-lazarus-final-report-2011.pdf>

Source – What is Under Reporting: <https://openvaers.com/faq/what-is-underreporting-and-why-it-matters>

Footnotes:

¹ PHAC: <https://www.canada.ca/content/dam/phac-aspc/documents/services/publications/vaccines-immunization/national-advisory-committee-immunization-summary-guidance-additional-COVID-19-booster-dose-spring-2023-individuals-high-risk-severe-illness-due-COVID-19-march-3-2023/summary.pdf>

² California: <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Order-of-the-State-Public-Health-Officer-Health-Care-Worker-Vaccine-Requirement.aspx>

³ New York Judgement:

https://iapps.courts.state.ny.us/nyscef/ViewDocument?docIndex=ISCD/VVp5ButOxtfdQ4Adw==&TSPD_101_R0=08533cd43fab20007666930b51be3733937b873f461f5d1a9f3e36bc290fe0fc684b0fdb66a8456e08a6a8f7d814480047f8b72b7e02d4821b73c149906ab7afa77523b8a46ab459cb0f625a603eeb50c139e8cddb6b5ee184e215ec5b241ebd189bac706c73993a101565cb391050d8ccba5d6de3021a0

⁴ Pfizer: <https://www.news.com.au/technology/science/human-body/pfizer-did-not-know-whether-COVID-vaccine-stopped-transmission-before-rollout-executive-admits/news-story/f307f28f794e173ac017a62784fec414>

⁵ Health Canada: https://drive.google.com/file/d/1wcJ8PkYG988fC9jX8zBLnyeD_cNZiwy/view

⁶ Moderna: <https://twitter.com/axios/status/1331090810666844161>

⁷ Pfizer Data: <https://phmpt.org/wp-content/uploads/2021/11/5.3.6-postmarketing-experience.pdf>

⁸ Pfizer Court Order: <https://phmpt.org/wp-content/uploads/2021/11/091621-Complaint.pdf>

⁹ OpenVAERS: <https://openvaers.com/>

¹⁰ Published Studies: <https://react19.org/wp-content/uploads/2022/07/publications7-25.pdf>

¹¹ BC Act: https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96181_01#section4