

October 25<sup>th</sup>, 2021

## Notice to Employer: informed consent and the “Right to Know”

To whom it may concern:

On October 14<sup>th</sup>, 2021, I was informed by the Canada Post Corporation of their intentions to enforce a mandatory Covid-19 vaccination practice for all employee. Needless to say, as a former Health and Safety Officer and now currently as Human Resources Business Partner, I have been greatly concerned watching my employer over the last year and a half, enact safety measures that run contrary to everything that I have been educated on and have experienced regarding occupational health and safety. I have raised these concerns to several co-workers and leaders within Canada Post but was unsuccessful in receiving any responses to my queries.

Through my tenure at Canada Post, I have experienced and partaken in just about every safety process imaginable. I know what is required of the employer to conceptualize, consult, test, verify and implement all safety procedures or processes that Canada Post chooses to advance to their employee base. In the past, I have witnessed Canada Post attain success, but at the same time also fail in their attempt to implement a new safety protocol. In my opinion this recently announced vaccination mandate now seems to be the culmination of several concerning actions by the corporation that do not meet the already established occupational health and safety as well as federal/international human rights legislation. As this is increasingly a cause for concern for me as well as many of my peers, I am hoping that I can use my experience and knowledge to educate and assist Canada Post in understanding how and why these mistakes have occurred by initiating this formal process.

The very foundation and subsequent legislation of federal occupational health and safety has **always** been attained by a collaboration of differing voices speaking to a safety concern. It has **not** been established federally or internationally by a singular entity. It has been established by years of rigorous research and debate between the employer, employee, joint health and safety committees as well as through the inclusion of multiple global experts providing their knowledge and insight. And make no mistake about it, health and safety would not stand where it is today without employers relying on the best practices of industry giants. An immediate example of this would be Canada Post’s reliance on Dupont as a mentor for their safety management system; many aspects in fact borrowed directly from the Dupont method.

In the past Canada Post always made its best efforts to ensure that their employer obligations under Section 2 of the Canada Labour Code were met, however; with the creation of their vaccination practice, all I have heard is, “We are deferring to the public health authority for guidance.” While I can appreciate Canada Post’s position, I do not believe that the mandates or beliefs from an external public health official, fulfill all of the **Employer’s Responsibilities** under section 2 of the Canada Labour Code or with the associated regulations that accompany the code.

To date, Canada Post has implemented safety measures under the guidance the Public Health Authority of Canada to alter their physical environment for which they care for. These measures have included social distancing, personal protective equipment like safety masks, hand sanitizers, reduced employee access, barriers

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and safety shields, all of which I thought were completely unnecessary as the options provided were not designed for the safety purpose intended, but nonetheless were **allowable** options for the employer to try in their attempt to mitigate the apparent risk: an aerosolized virus. A virus almost identical in safety profile when compared to the influenza virus, and apparently far less severe than the first SARS virus that hit Canada in 2003, neither of which required these safety measures.

I felt that these measures were not only complicated and confusing, but completely useless as a means to protect against an airborne contaminant, especially one far smaller than asbestos particulates – think about the specialized PPE those workers wear during abatement. And as Canada Post had never reacted to any other aerosolized coronaviruses that circulated through our environments in the past, I also felt it strange that if Canada Post now believed this virus to be as deadly as their safety measures dictated, that they would allow their employees to keep working in congested facilities given the risk of exposure to what everyone was calling a deadly and fatal airborne virus. As a historical example, if asbestos was even assumed to be circulating in the air in one of our locations, or mold, or mouse droppings, the facility would immediately be shut down for testing and the employees would be sent home until the environment could be deemed safe by a qualified professional.

Fast forward to today, and there seems to be an incredibly huge disconnect, as Canada Post has now taken what was previously their responsibility under the Canada Labour Code, and has altered said responsibility into what seems to be, the entitlement and ownership of their employees' physical body. This notion is very troubling to me and needs to be rectified, as the employer does not have this entitlement and has not fulfilled the Employer's Responsibilities listed under section 2 of the Canada Labour Code to propose their vaccination practice.

What Canada Post needs to concern themselves over at this point due to their recent vaccination mandate, is the **absolute safety of the vaccines** that they are mandating their employees to now take. Perhaps it is unbeknownst to the employer that once they removed the voluntary option for an employee to make their own personal decision as to whether or not they were going to be vaccinated - based on informed consent with their physician - that they inadvertently had taken the ownership and responsibility of ensuring that the vaccines were not a danger to their employees, and that all studies and relative research had been examined.

This could also have further legal ramifications for any management or safety representative at Canada Post, as Workers Compensation Alberta has announced the following recently:

***If a worker has an adverse reaction to a COVID-19 vaccination, they are entitled to compensation when the immunization is a mandatory condition of employment: "When immunization is required for the prevention of a work-related disease or infection and as a result of a reaction to this compulsory immunization a worker experiences a loss of earnings, WCB will consider the reaction and its consequences to be compensable."***

A WCB claim would be legal evidence that could tie specific individuals to a potential workplace fatality or severe adverse event based on previously publicized corporate statements, or other forms of verbal and non-verbal communication that would suggest an employee take a vaccine. If you throw on top of that the fact that the corporation is forcing this mandate without performing their due diligence under section 2 of the Labour Code, a legal defense starts to run pretty thin in front of a courtroom. And as one of the go to sources for safety information and consultation at Canada Post, I certainly will not adopt the risk of an employee being potentially killed because I told them to take an experimental vaccine on behalf of the corporation, nor do I wish to have future criminal charges brought against me for gross negligence resulting in death.

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My goal here is to help, and I sincerely hope that at the end of this line of questioning that I am providing you under my Right to Know, that Canada Post safety representatives take a good hard look at the information provided and ask themselves this:

After considering the math, science, statistics, and the attached testimonies from world renowned doctors and scientists, can I personally guarantee that out of 65,000 – 70,000 employees, I will not severely injure or potentially kill some of those employees with the “safety practice” I just implemented?

A Canada Post employee is protected already by constituted federal occupational health and safety law (Canada Labour Code – CLC), and as such I do have several health and safety rights that can be utilized to gain an understanding from my employer regarding any of their workplace practices or procedures that they wish for me to undertake.

These rights are very commonly known in the workplace, and are also promoted frequently by each provincial Worker’s Compensation Board. These rights are:

1. The Right to Know
2. The Right to Participate
3. The Right to Refuse

It is under these employee rights that the following information and subsequent line of questioning has been formulated.

Under the **Right to Know**, and as quoted using the federal government’s own wording ([Workplace Safety - Canada.ca](http://Workplace Safety - Canada.ca)):

*You have the right to be informed of known or foreseeable hazards in the workplace and to be provided with the information, instructions, training, and supervision necessary to protect your health and safety.*

*The Code requires the use of appropriate methods of communication for all employees including those with special needs. Such methods are Braille, large print, audiotapes, sign language, and oral communication.*

*In addition, you are given the right to have access to government or employer reports related to the health and safety of employees through your policy health and safety committee, workplace health and safety committee or health and safety representative.*

Under the **Right to Participate**, the following definition applies:

*As health and safety representatives or workplace health and safety committee or policy health and safety committee members, employees have the right to participate in identifying and correcting work-related health and safety concerns.*

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*Employers with 300 or more employees are required to establish a policy health and safety committee. The purpose of the committee is to handle issues that are organization-wide in nature.*

*Part II of the Code also provides for employee participation through the use of an internal complaint resolution process.*

And finally, under the **Right to Refuse**, the final definition applies:

*You have the right to refuse to work if you have reasonable cause to believe that:*

- *Your workplace presents a danger to you*
- *The use or operation of a machine or apparatus presents a danger to you or to another employee, and*
- *The performance of an activity constitutes a danger to you or to another employee*

Further to these known employee rights, under **section 124** of the Canada Labour Code:

*Every employer shall ensure that the health and safety at work of every person employed by the employer is protected.*

For my line of questioning I have also included the following definition of danger proposed by our federal government under section 2 of the Canada Labour Code, and have also included the Interpretive Guidelines (IPG) that further elaborates on the definition.

Subsection 122(1) of the Code defines "danger" as:

"any hazard, condition or activity that could reasonably be expected to be an imminent or serious threat to the life or health of a person exposed to it before the hazard or condition can be corrected or the activity altered."

[Definition of Danger - 905-1-IPG-062 - Canada.ca](#)

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The Right to Know is a crucial necessity for any employee, as it not only equips the employee with the necessary education about any safety concerns, but also visually educates the employee about the practical physical process and any identified safety concerns related to the process as a means to protect themselves from danger. It is by this very process that a bond of trust can be built between the employee and the employer, as it can be assumed that if a full and transparent Right to Know process has been undertaken by the employer, then proper and informed consent can then be provided to the employee.

Since Canada Post has now taken what was previously a private medical decision between the employee and their physician, in an attempt to transform this into their own workplace safety policy/practice, the employer is **now obligated** to provide their employees **all necessary** safety information as part of the informed consent or Right to Know process.

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Further complicating this arbitrary decision by Canada Post, is that the new policy/practice is now attempting to coerce the employee into taking one of these vaccines by defining the matter as necessary for employment due to occupational health and safety requirements.

The Canada Labour Code is quite extensive in the detailing of the Employer's requirements for any policy or practice that is to be used as a workplace safety mandate, and as defined under Section 122 of the Canada Labour Code, I am providing the following a list of questions as a basis for submitting my Right to Know safety concerns to my Employer. I do expect these questions to be answered by the corporation completely and to my satisfaction as defined within section 122 of the CLC.

*Questions for the employer:*

1. Aside from Susan Margles, can Canada Post please specify which individuals are directly responsible for the creation and approval of their recently announced vaccination practice? Specific names and positions within the corporation are requested please. **Canada Post Corporation is responsible for the development of its Vaccination Practice.**
2. Was Canada Post's vaccination practice solely created by Canada Post employees or were any other external influences included in the creation of the practice? **Canada Post in consultation with its National Policy Committees and Unions. Canada Post created its vaccination practice to align to the Government of Canada requirement to have the federal workforce fully vaccinated. From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada.**
3. Does Canada Post believe that their proposed list of vaccines create immunity against the disease called covid-19? **Not our vaccines but those approved for use in Canada by Health Canada**

[Compare Immunological Efficacy of a Vaccine Regimen Combining Two Covid19 mRNA Vaccines \(Pfizer-BioNTech and Moderna\) With That of a Homologous Vaccination of Each Covid19 mRNA Vaccine - Full Text View - ClinicalTrials.gov](#)

[Nationwide Swedish study strengthens evidence for a third booster COVID vaccine dose \(news-medical.net\)](#)

[Study shows dramatic decline in COVID vaccine effectiveness - Los Angeles Times \(latimes.com\)](#)

[Effectiveness of Covid-19 Vaccination Against Risk of Symptomatic Infection, Hospitalization, and Death Up to 9 Months: A Swedish Total-Population Cohort Study by Peter Nordström, Marcel Ballin, Anna Nordström :: SSRN](#)

[Waning Immune Humoral Response to BNT162b2 Covid-19 Vaccine over 6 Months | NEJM](#)

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4. Does Canada Post believe that their proposed vaccines are safe for their employees to take? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada. Vaccines are approved for use in Canada by Health Canada.**

[Immunization with SARS coronavirus vaccines leads to pulmonary immunopathology on challenge with the SARS virus - PubMed \(nih.gov\)](#)

[Effects of Toll-like receptor stimulation on eosinophilic infiltration in lungs of BALB/c mice immunized with UV-inactivated severe acute respiratory syndrome-related coronavirus vaccine - PubMed \(nih.gov\)](#)

[Gold nanoparticle-adjuvanted S protein induces a strong antigen-specific IgG response against severe acute respiratory syndrome-related coronavirus infection, but fails to induce protective antibodies and limit eosinophilic infiltration in lungs - PubMed \(nih.gov\)](#)

[21-08-Walach edx \(filesusr.com\)](#)

[COVID-19 vaccine surveillance report - week 40 \(publishing.service.gov.uk\)](#)

[Autoimmune damage to the nerves following Covid vaccines: EMA issued warning to patients and healthcare professionals | The BMJ](#)

[Microsoft Word - VAERS Interim Results 2.0 Release Draft.docx \(researchgate.net\)](#)

[COVID-19 vaccine-associated cerebral venous thrombosis in Germany | medRxiv](#)

[Acute Psychosis Due to Anti-N-Methyl D-Aspartate Receptor Encephalitis Following COVID-19 Vaccination: A Case Report - PMC \(nih.gov\)](#)

[A rare presentation of undiagnosed multiple sclerosis after the COVID-19 vaccine - PMC \(nih.gov\)](#)

[Cureus | Cerebral Venous Sinus Thrombosis After BNT162b2 mRNA COVID-19 Vaccination](#)

[Package Insert - COMIRNATY \(fda.gov\)](#)

[Cureus | Unusual Presentation of Acute Perimyocarditis Following SARS-COV-2 mRNA-1237 Moderna Vaccination](#)

[70 Percent of COVID-19 Deaths Both in Sweden and UK in September Were "Fully Vaccinated" \(thegatewaypundit.com\)](#)

[More than 1,700 fully vaccinated people got COVID-19 in Ontario over the past two weeks. Experts say it's not a concern | CTV News](#)

5. Can Canada Post describe to me the function of a vaccination and whom they believe receives immunity from taking a vaccine? **Not our vaccines but those approved for use in Canada by Health Canada**
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[A Parent's Guide to Vaccination - Canada.ca](https://www.canada.ca/en/public-health/services/vaccines-and-immunization/a-parents-guide-to-vaccination.html)

7. Does Canada Post believe that the virus known as SARS-CoV-2 is an aerosolized airborne contaminant? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada. We refer to experts at Health Canada.**

[Aerosol Transmission of SARS-CoV-2: Physical Principles and Implications - PubMed \(nih.gov\)](https://pubmed.ncbi.nlm.nih.gov/35282221/)

[Aerosol transmission of SARS-CoV-2? Evidence, prevention and control \(nih.gov\)](https://pubmed.ncbi.nlm.nih.gov/35282221/)

[SARS-CoV-2 Aerosol Exhaled by Experimentally Infected Cynomolgus Monkeys - Volume 27, Number 7—July 2021 - Emerging Infectious Diseases journal - CDC](https://www.cdc.gov/eid/content/27/7/1281-1286.html)

8. Does Canada Post recognize the SARS-CoV-2 virus as a hazard, a danger, both or neither for their employees? **Covid-19 virus a pandemic.**

[Viruses | Free Full-Text | SARS–CoV–2 Spike Impairs DNA Damage Repair and Inhibits V\(D\)J Recombination In Vitro \(mdpi.com\)](https://www.mdpi.com/1999-4903/12/11/1999)

9. Does Canada Post consider the spike protein mechanism of the virus known as SARS-CoV-2 as a danger to their employees? **We refer to experts at Health Canada**

[Viruses | Free Full-Text | SARS–CoV–2 Spike Impairs DNA Damage Repair and Inhibits V\(D\)J Recombination In Vitro \(mdpi.com\)](https://www.mdpi.com/1999-4903/12/11/1999)

10. Out of the proposed vaccinations suggested by Canada Post for their employees to take as per their vaccination practice, which vaccine does Canada Post feel has the best vaccine safety profile to avoid any complications or adverse events related to taking a covid-19 vaccination? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

11. Can Canada Post provide me the research they used to make this vaccine selection as per question 7? **See answer above.**

12. Does Canada Post believe that the SARS-CoV-2/Covid-19 vaccines that they are mandating their employees to take are safe, when compared against the federal occupational health and safety definition of danger? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccines approved by Health Canada.**
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[COVID-19 vaccine safety: Weekly report on side effects following immunization - Canada.ca](#)

13. Does Canada Post feel that their vaccination practice may have adverse effects on one or more of their employees based on the current adverse related injury statistics provided by the Canadian government? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[COVID-19 vaccine safety: Weekly report on side effects following immunization - Canada.ca](#)

14. Does Canada Post consider Myocarditis or Pericarditis a serious medical condition? **Would refer to Health Canada experts.**

[Clinical Considerations: Myocarditis after mRNA COVID-19 Vaccines | CDC](#)

[Myocarditis \(nih.gov\)](#)

15. Has Canada Post measured by a risk assessment, the likelihood of any airborne exposure to SARS-CoV2, for any employee inside a Canada Post facility? **Canada Post has implemented workplace controls to support the prevention of the spread of the Covid-19.**
16. Has Canada Post measured by risk assessment, the likelihood of any airborne exposure to SARS-CoV-2, for any employee outside of a Canada Post facility? **Canada Post has implemented workplace controls to support the prevention of the spread of the Covid-19.**
17. Can these risk assessments be provided to me? **Canada Post has implemented workplace controls to support the prevention of the spread of the Covid-19.**
18. Is Canada Post aware that the injections that they are demanding their employees to take – Pfizer BioNTech, Moderna, Astra Zeneca and Johnson & Johnson are currently listed in the National Library of Medicine under ClinicalTrials.gov as experimental, and that these injections are not scheduled for completion until 2023 and beyond? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

Example: [Study to Describe the Safety, Tolerability, Immunogenicity, and Efficacy of RNA Vaccine Candidates Against COVID-19 in Healthy Individuals - Full Text View - ClinicalTrials.gov](#)  
(Phase 3 – Pfizer)

[Pfizer-BioNTech COVID-19 BNT162b2 Vaccine Effectiveness Study - Kaiser Permanente Southern California - Full Text View - ClinicalTrials.gov](#)

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[SARS-CoV-2 Immune Responses After COVID-19 Therapy and Subsequent Vaccine - Full Text View - ClinicalTrials.gov](#)

[Oxford/AstraZeneca COVID-19 Vaccine Effectiveness in England - Full Text View - ClinicalTrials.gov](#)

[SARS-CoV-2 Immune Responses After COVID-19 Therapy and Subsequent Vaccine - Full Text View - ClinicalTrials.gov](#)

[Summary Basis for Regulatory Action - COMIRNATY \(fda.gov\)](#)

19. If these studies are currently listed in the National Library of Medicine as an active clinical trial, then how can Canada Post confirm the safety or efficacy of these vaccines? **We are following the guidance of Health Canada and vaccines approved for use in Canada by Health Canada**
20. Why did Canada Post lump all employees across varying age categories into one vaccination practice outcome given the drastically different levels of risk associated to the individual based on their age and current co-morbidities? **The Vaccination Practice applies to all employees in our workplace who are actively at work.**
21. Has there been a work refusal submitted to Canada Post under the grounds of the Canada Labour Code regarding their recently announced vaccination practice, and if so can I please have a copy of the outcome of the work refusal as well as Canada Post's response? **No work refusal to date other than yours as of Nov 26, 2021.**
22. Is Canada Post aware that all of their proposed options for injection, are all still only approved under the emergency use authorization in the United States, meaning that the FDA has not licensed any of the vaccines that are currently being promoted as a solution for employees? **Canada Post follows the vaccines approved for use in Canada by Health Canada**

[Comirnaty and Pfizer-BioNTech COVID-19 Vaccine | FDA](#)

[The COVID-19 Vaccine in Clinical Trials: Where Are We Now? - PMC \(nih.gov\)](#)

23. Is Canada Post aware that there are over 38,000 unverified and incomplete ongoing studies that are listed under the National Library of Medicine, to determine the safety of all products and devices used products related to Covid-19? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

Example: [Search of: Recruiting, Not yet recruiting Studies | covid-19 - List Results - ClinicalTrials.gov](#)

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24. Is Canada Post aware that historically, the typical timeline for the creation and verification of a vaccination following the correct and standard procedures is around 5 – 10 years, versus the 7 – 8 months that it took to create these vaccines? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

Example John's Hopkins: [Vaccine Research & Development - Johns Hopkins Coronavirus Resource Center \(jhu.edu\)](#)

[U.S. Vaccine Safety - Overview, History, and How It Works | CDC](#)

[How Long It Took to Develop Other Vaccines in History \(businessinsider.com\)](#)

25. Is Canada Post aware that the covid-19 injections are using experimental gene therapy technology that has NEVER before been used on the human beings? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[The New Technology Behind COVID-19 RNA Vaccines and What This Means for Future Outbreaks | Johns Hopkins Bloomberg School of Public Health \(jhu.edu\)](#)

26. Is Canada Post aware that the mixing of vaccines brand types to determine their efficacy or safety when interacting with one another is ongoing in the National Library of Medicine? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[Compare Immunological Efficacy of a Vaccine Regimen Combining Two Covid19 mRNA Vaccines \(Pfizer-BioNTech and Moderna\) With That of a Homologous Vaccination of Each Covid19 mRNA Vaccine - Full Text View - ClinicalTrials.gov](#)

[Mix and Match of the Second COVID-19 Vaccine Dose for Safety and Immunogenicity - Full Text View - ClinicalTrials.gov](#)

27. Is Canada Post aware of the medical concerns surrounding blood clots and raised D-Dimer levels in the individual, after the so-called "spike protein" RNA is injected into the host? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[Prediction of Thrombosis Using D-dimer Trends in COVID-19 - Full Text View - ClinicalTrials.gov](#)

[The novel coronavirus' spike protein plays additional key role in illness - Salk Institute for Biological Studies](#)

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[SARS-CoV-2 Spike Protein Impairs Endothelial Function via Downregulation of ACE 2 | Circulation Research \(ahajournals.org\)](https://ahajournals.org)

28. Is Canada Post aware that the spike proteins do not remain in the injection site as claimed by all of the vaccine companies, and that these spike proteins have been found active in multiple crucial organs across the body like the heart, brain, liver, kidneys and reproductive organs after the injection has been administered? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[Circulating Severe Acute Respiratory Syndrome Coronavirus 2 \(SARS-CoV-2\) Vaccine Antigen Detected in the Plasma of mRNA-1273 Vaccine Recipients | Clinical Infectious Diseases | Oxford Academic \(oup.com\)](https://oup.com)

[Pfizer/BioNTech animal trials show dangerous concentrations of nano-particles in organs \(freewestmedia.com\)](https://freewestmedia.com)

[The S1 protein of SARS-CoV-2 crosses the blood–brain barrier in mice | Nature Neuroscience](https://nature.com)

[CNS Delivery Via Adsorptive Transcytosis \(nih.gov\)](https://nih.gov)

29. Can Canada Post guarantee that these dangerous spike proteins will not cross into or spread into other organs of my body? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[Pfizer-bio-distribution-confidential-document-translated-to-english.pdf \(lifesitenews.com\)](https://lifesitenews.com)

[Vaccine researcher admits ‘big mistake,’ says spike protein is dangerous ‘toxin’ - LifeSite \(lifesitenews.com\)](https://lifesitenews.com)

30. Is Canada Post aware that ongoing studies are still being completed pertaining to the safety concerns surrounding vaccine “shedding” while women are pregnant? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[Moderna COVID-19 Vaccine mRNA-1273 Observational Pregnancy Outcome Study - Full Text View - ClinicalTrials.gov](https://clinicaltrials.gov)

[adf864\\_2bd97450072f4364a65e5cf1d7384dd4.pdf \(filesusr.com\)](https://filesusr.com)

31. In their attempts to understand the safety of the different vaccine brands and types, prior to their implementation of their vaccination policy, can Canada Post provide their data on the effects the various vaccines have on the body with pregnant employees in various stages of pregnancy? **From the start of**
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the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.

32. Is Canada Post aware that their proposed injections physically alter a human's DNA, changing their fundamental body make-up and genetic coding? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[SARS-CoV-2 RNA reverse-transcribed and integrated into the human genome - PubMed \(nih.gov\)](#)

[COVID-19 RNA Based Vaccines and the Risk of Prion Disease \(scivisionpub.com\)](#)

[mRNA trans-splicing in gene therapy for genetic diseases - PMC \(nih.gov\)](#)

[Hepatitis C Virus Reactivation Following COVID-19 Vaccination – A Case Report - PMC \(nih.gov\)](#)

[MIT & Harvard Study Suggests mRNA Vaccine Might Permanently Alter DNA After All – Rights and Freedoms \(wordpress.com\)](#)

[Australia ends COVID-19 vaccine trials due to HIV antibody positives | TheHealthSite.com](#)

[Some COVID-19 vaccines could increase HIV risk: researchers \(nypost.com\)](#)

[Modified RNA has a direct effect on DNA \(phys.org\)](#)

[Bombshell: Moderna Chief Medical Officer Admits mRNA Alters DNA - The Washington Standard](#)

[SARS-CoV-2 Spike Impairs DNA Damage Repair and Inhibits V\(D\)J Recombination In Vitro - PMC \(nih.gov\)](#)

[Comprehensive investigations revealed consistent pathophysiological alterations after vaccination with COVID-19 vaccines - PMC \(nih.gov\)](#)

[Destabilization of the human epigenome: consequences of foreign DNA insertions - PubMed \(nih.gov\)](#)

[COVID-19 RNA Based Vaccines and the Risk of Prion Disease | Principia Scientific Intl. \(principia-scientific.com\)](#)

[Chromatin - Wikipedia](#)

33. If the host's DNA can be physically mutated and altered due to exposure to these proposed injections, then how can Canada Post guarantee my safety with this injection if they cannot determine how this experimental injection will interact with my unique DNA, keeping in mind that DNA mutations are **typically detrimental** to the health and well-being of individual? **From the start of the pandemic,**
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Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.

[Genetic Disorders \(genome.gov\)](#)

[Disorders caused by chromosome abnormalities \(nih.gov\)](#)

[Viruses | Free Full-Text | SARS-CoV-2 Spike Impairs DNA Damage Repair and Inhibits V\(D\)J Recombination In Vitro \(mdpi.com\)](#)

[DNA - mutations \(chemguide.co.uk\)](#)

[Autoimmune hepatitis triggered by SARS-CoV-2 vaccination - PMC \(nih.gov\)](#)

34. Is Canada Post aware that it is illegal and dangerous to force their employees to inject or expose themselves to DNA altering substances under the Genetic Non-Discrimination Act? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[Genetic Non-Discrimination Act \(justice.gc.ca\)](#)

35. Is Canada Post aware that their proposed injections wipe out the host's immune system leaving them potentially susceptible to any other previously controlled or non-existent virus in the environment? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[Researchers Warn of Heightened Risk of HIV With Certain COVID-19 Vaccines \(ajmc.com\)](#)

[Autoimmune hepatitis triggered by SARS-CoV-2 vaccination - PMC \(nih.gov\)](#)

36. Can Canada Post provide me with a detailed and complete list of all ingredients included within the vaccinations they are proposing, and will they be giving that information to all of the employees to allow them to make an informed decision? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

37. Given the large publicly accessed vaccine adverse reporting databases detailing millions of adverse effects and deaths from the injections, including VAERS (Vaccine Adverse Reporting System: US), The Yellow Card database (UK) and VigiAccess (World Health Organization), does Canada Post recognize that there is a potential risk, including death, as an outcome of taking the vaccine? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of**
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Canada and those vaccinees approved by Health Canada.

[The Vaccine Adverse Event Reporting System \(VAERS\) Results Form \(cdc.gov\)](#)

[Coronavirus vaccine - weekly summary of Yellow Card reporting - GOV.UK \(www.gov.uk\)](#)

[VigiAccess](#)

38. Is Canada Post aware that the vaccine adverse events reporting system has been estimated to be under utilized by physicians, meaning many severe adverse events and fatalities are not captured as vaccination injuries? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[Electronic Support for Public Health–Vaccine Adverse Event Reporting System \(ESP:VAERS\) \(ahrq.gov\)](#)

39. Is Canada Post aware of the poor global quality control surrounding the storage and distribution of their proposed covid-19 vaccinations? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[Japan finds stainless steel particles in suspended doses of Moderna vaccine | CTV News](#)

[Australian vaccine trials ended after test subjects return 'false positive' HIV results | CTV News](#)

[Quality control issues force Johnson & Johnson to scrap doses of COVID-19 vaccine - CBS News](#)

40. Is Canada Post aware of the extremely poor quality control records of the various vaccine corporations that are providing the recommended vaccinations to Canada Post employees? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

<https://clicktime.symantec.com/3XLu4qQPnM8hKejUpNoCtH16xU?u=https%3A%2F%2Fwww.worldhealth.net%2Fnews%2Ffrk-jr-wins-case-against-government-vaccine-safety-violations>

<https://clicktime.symantec.com/3VbEAec1AfmbWuqZpynr86t7Vc?u=https%3A%2F%2Fwww.icandecide.org%2Fwp-content%2Fuploads%2F2019%2F09%2FStipulated-Order-copy-1.pdf>

41. Is Canada Post aware that several countries have completely abandoned the brands of vaccine that they are proposing their citizens take? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**
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[Sweden Suspends Moderna Shot Indefinitely After Vaxxed Patients Develop Crippling Heart Condition \(westernjournal.com\)](https://www.westernjournal.com/sweden-suspends-moderna-shot-indefinitely-after-vaxxed-patients-develop-crippling-heart-condition/)

[AstraZeneca Covid vaccine suspended in some countries over blood clot fears \(cnbc.com\)](https://www.cNBC.com/health/astrazeneca-covid-vaccine-suspended-some-countries-over-blood-clot-fears)

[Nordic countries are restricting the use of Moderna's Covid vaccine \(cnbc.com\)](https://www.cNBC.com/health/nordic-countries-restricting-use-moderna-covid-vaccine)

[Denmark, Norway and Iceland halt AstraZeneca COVID vaccine \(nypost.com\)](https://www.nypost.com/2020/09/24/denmark-norway-iceland-halt-astrazeneca-covid-vaccine/)

[Australia Ends COVID-19 Vaccine Trials Due To HIV Antibody Positives \(ndtv.com\)](https://www.ndtv.com/health/australia-ends-covid-19-vaccine-trials-due-to-hiv-antibody-positives-1911088)

42. Is Canada Post aware that there have been more recorded deaths pertaining to the covid-19 since their availability was made to the public, than with all other recorded vaccines in history since the records have been kept? (See last page) **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**
  43. What proof can Canada Post provide me to demonstrate that they have followed their obligation under the Right To Participate, wherein they have canvassed or requested any feedback regarding a potential vaccination safety, plans or policies for those employees that are MGT Exempt? **As provided in answering these questions and our formal response to your hazard report and refusal. We are following the process outlined in the CLC Part II section 128.**
  44. As Canada Post is undertaking the role of the physician by forcing vaccination mandates on their employees, what information are they compiling as a means to fulfill their requirement to provide informed consent to their employees? (Adverse effects lists, medical studies, ongoing employee statistics around vaccination adverse events, employee testimonies, etc?) **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**
  45. Can Canada Post please provide me with the statistics regarding how many employees have been confirmed positive for covid since the corporation implemented testing as a part of their quarantine process? Please break this information down by total case counts per month and week. **Do not understand question. Canada Post followed the guidance of the Public Health Agencies of Canada with respect to quarantine periods.**
  46. Can Canada Post also provide the statistical difference between the employees that were confirmed positive and negative as part of the required testing when sent home to quarantine? **I don't believe this statistical information has been determined**
-

47. Is Canada Post aware that the creator of the mRNA vaccines, Dr. Robert Malone, has clearly stated that these mRNA vaccines should never ever be taken, as they are a danger to the host? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[mRNA vaccine inventor speaks out on 'Tucker' after YouTube deletes video of him discussing risks | Fox News](#)

48. Is Canada Post aware of the Great Barrington Declaration (860,000 signatures), The Rome Declaration (12,000 leading global doctors), and the World Doctors Alliance, all of which are organizations that have declared the Covid-19 measures and vaccines a crime against humanity? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[Great Barrington Declaration \(gbdeclaration.org\)](#)

[Global Covid Summit \(doctorsandscientistsdeclaration.org\)](#)

[WORLD DOCTORS ALLIANCE - World Doctors Alliance](#)

49. Is Canada Post aware that the very pharmaceutical companies that they are suggesting their employees to go to for their vaccinations, have all been found guilty for bribing of hospital administrators, physicians and nurses to promote and use unsafe and dangerous medications to individuals of the public? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[Johnson & Johnson must pay \\$2.1 billion to women who claimed baby powder causes cancer, court rules | The Independent](#)

[Supreme Court rejects Johnson & Johnson's appeal of \\$2 billion baby powder penalty \(cnbc.com\)](#)

[GlaxoSmithKline to Plead Guilty and Pay \\$3 Billion to Resolve Fraud Allegations and Failure to Report Safety Data | OPA | Department of Justice](#)

[Pfizer fined \\$2.3 billion for illegal marketing in off-label drug case - ABC News \(go.com\)](#)

[U.S. Pharmaceutical Company Merck Sharp & Dohme to Pay Nearly One Billion Dollars Over Promotion of Vioxx® | OPA | Department of Justice](#)

[Top 10 Largest Pharmaceutical Lawsuits & Settlement Amounts \(enjuris.com\)](#)

[Justice Department Announces Largest Health Care Fraud Settlement in Its History | OPA | Department of Justice](#)

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[More people died in the key clinical trial for Pfizer's Covid vaccine than the company publicly reported - by Alex Berenson - Unreported Truths \(substack.com\)](#)

[Researcher Blows the Whistle on Pfizer's 'Vaccine' Trial Data Fraud | Principia Scientific Intl. \(principia-scientific.com\)](#)

50. Does Canada Post know what the leading virus variant is in North America? **Suggest checking Health Canada website as they are the experts.**

51. Does Canada Post know that the injections they are proposing do not immunize in anyway against the Delta variant? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[does-the-covid-vaccine-prevent-infection-pdf.pdf \(mercola.com\)](#)

52. Is Canada Post aware that the current overall mortality rate across all age groups for covid-19 in Canada, as per the Government of Canada's Health InfoBase on October 27<sup>th</sup>, 2021, is 99.983% **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[COVID-19 daily epidemiology update - Canada.ca](#)

53. Is Canada Post aware that the regular seasonal flus like Influenza A, and Influenza B, have carried a similar mortality rate and ven higher mortality rate that estimated with Covid-19? **Suggest checking Health Canada website as they are the experts.**

Influenza total mortality rate 2019/2020 = 99.996%  
Influenza total mortality rate 2020/2021 = 99.995%

[COVID-19 daily epidemiology update - Canada.ca](#)

54. Is Canada Post aware that an individual has a greater chance surviving covid with less chance of injury based on the federal government's own statistics, than they do of suffering an adverse effect including possible death after taking the injection? **Suggest checking Health Canada website as they are the experts.**

Survivability = 99.983  
Chance of adverse effect = 0.043%

55. When using the listed adverse event rate of 0.043%, available on the Government of Canada's covid-19 vaccine adverse event tracking system, and compare the ratio of the total doses of the vaccine vs the

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Canada Post employee base of approximately 55,000 – 65,000 employees, the following adverse event total Canada Post employee population range groups appear:

**55,000 x 0.00043 = 24 or more severely injured employees**

**65,000 x 0.00043 = 28 or more severely injured employees**

*\*These statistics include deaths and other severe adverse effects, however; these statistics do not include the possibility of 3<sup>rd</sup> or 4<sup>th</sup> vaccine “booster shot” nor does it take into account the large percentage of possible underreporting that can occur with the adverse events, all which will dramatically increase the total amount of employees injured or killed due to a SAFETY PRACTICE\**

56. Based on this simple risk analysis against their own population base, how can Canada Post claim that they will not injure or severely harm one of their employees? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[COVID-19 daily epidemiology update - Canada.ca](#)

57. Given the statistical breakdown of question 56, can Canada Post provide to me their work processes or safety practices that **will** likely and knowingly injure their employees outright simply by participating in said process or practice? **CPC is committed to providing a safe and healthy workplace for all employees. From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada**
58. Is Canada Post aware that the government of Canada has declared that there were virtually no cases of Influenza during the 2020-2021 season? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada**

[Annual influenza reports - Canada.ca](#)

59. Can Canada Post provide their research or data that confirms the safety of used mixed vaccine types or brands as listed within their vaccination practice? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[COVID-19 daily epidemiology update - Canada.ca](#)

(As these vaccines use new technology and proprietary ingredients from separate manufacturers, and that were only created due to the Covid-19 disease, how can anyone be certain of how the chemicals and properties included can interact with one another?)

60. Can Canada Post provide any national minutes or recorded safety discussions with any of their bargaining agencies regarding the safety profiles of the vaccines that they are proposing? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada. Policy Committee minutes are available on**
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the MISMIH website. All Policy Committees were consulted in the development of our Vaccine Practice.

61. Is Canada Post planning on including the demand for a 3<sup>rd</sup>, 4<sup>th</sup>, 5<sup>th</sup> or 6<sup>th</sup> vaccine” as part of their future vaccination practice? **Current vaccination practice states a fully vaccinated requirement which currently are the full doze of those vaccines approved by Health Canada.**

[Procuring vaccines for COVID-19 - Canada.ca](#)

[Canada has ordered more than 400 million COVID-19 vaccine shots: Here's the progress report | CBC News](#)

[Plan for third doses for 'all Ontarians' expected next week | CTV News](#)

[Immunocompromised people may need a fourth Covid-19 shot, CDC says - CNN](#)

62. Is Canada Post aware that the FDA has approved “blood thinning” medication or blood clot medication for children between the ages of 5-11, coincidentally right before the vaccines were approved for 5-11 year olds? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[FDA Approved 'First Oral Blood Thinning Medication For Children' Ahead Of Vaccine Rollout For Ages 5-11 - National File](#)

63. Is Canada Post aware of the amendment to the formula for pfizer’s vaccines, wherein they added an ingredient called tromethamine (Tris) in an attempt to disguise heart inflammation like myocarditis and pericarditis as per their recently released EUA amendment? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[Vaccines and Related Biological Products Advisory Committee October 26, 2021 Meeting Briefing Document- FDA](#)

64. Is Canada Post aware that vaccination breakthrough cases are extremely high in fully vaccinated individuals, that after testing said breakthrough cases, the results do not show any lower levels of viral load than those that are not vaccinated? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[No Significant Difference in Viral Load Between Vaccinated and Unvaccinated, Asymptomatic and Symptomatic Groups When Infected with SARS-CoV-2 Delta Variant | medRxiv](#)

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[Comparing SARS-CoV-2 natural immunity to vaccine-induced immunity: reinfections versus breakthrough infections | medRxiv](#)

[Outbreak of SARS-CoV-2 Infections, Including COVID-19 Vaccine Breakthrough Infections, Associated with Large Public Gatherings - Barnstable County, Massachusetts, July 2021 - PubMed \(nih.gov\)](#)

[Waning of BNT162b2 vaccine protection against SARS-CoV-2 infection in Qatar \(medrxiv.org\)](#)

[COVID-19 vaccine surveillance report - week 42 \(publishing.service.gov.uk\)](#)

[Community transmission and viral load kinetics of the SARS-CoV-2 delta \(B.1.617.2\) variant in vaccinated and unvaccinated individuals in the UK: a prospective, longitudinal, cohort study - The Lancet Infectious Diseases](#)

[does-the-covid-vaccine-prevent-infection-pdf.pdf \(mercola.com\)](#)

[Fully vaccinated people who get a Covid-19 breakthrough infection can transmit the virus, CDC chief says - CNN](#)

65. Why is Canada Post forcing their unvaccinated employees to be tested twice weekly using the PCR rapid test, despite it being medically proven that their vaccinated employees can and do transmit Covid-19 in the same or greater frequencies regardless of their vaccination status? **CPC is using two types of RAT the Panbio and the BD Veritor for those employees which are approved for use by Health Canada.**

[Vaccinated and unvaccinated individuals have similar viral loads in communities with a high prevalence of the SARS-CoV-2 delta variant \(medrxiv.org\)](#)

[No Significant Difference in Viral Load Between Vaccinated and Unvaccinated, Asymptomatic and Symptomatic Groups When Infected with SARS-CoV-2 Delta Variant | medRxiv](#)

66. Is Canada Post aware that the nasopharyngeal swabs that they are providing their employees as part of the accommodation process for their vaccination practice have been sterilized with a known dangerous carcinogenic substance called Ethylene Oxide? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those RAT kits are approved by Health Canada**
67. Is Canada Post aware of the acute effects to the human body when exposed to Ethylene Oxide? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those RAT kits are approved by Health Canada**  
[3531 Ethylene Oxide \(English \(US\)\) Praxair-MSDS North America 06122001 - Outside \(ualberta.ca\)](#)
-

68. Is Canada Post aware of the chronic or long term effects of Ethylene Oxide? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those RAT kits are approved by Health Canada**
69. Has Canada Post disclosed this potential exposure of ethylene oxide to the employees that are using the rapid testing kits as per the Employer Responsibilities in section 10.1 - Hazardous Substances, of the Canadian Occupational Health and Safety Regulations? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those RAT kits are approved by Health Canada**

[Canada Occupational Health and Safety Regulations \(justice.gc.ca\)](https://www.justice.gc.ca)

70. Has Canada Post researched any information regarding any safety concerns with Ethylene Oxide particulate being left in the nasal cavity or at the back of an individuals throat? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those RAT kits are approved by Health Canada**
71. If Canada Post believes that vaccinations are useful in preventing the disease known as Covid-19, then how can they explain the breakthrough case results that are coming in from countries like Israel, the United Kingdom and Gibraltar? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**
72. Can Canada Post provide me with Canada Post's nationally tracked Incident Trending and Management System (ITMS) logs beginning January 1<sup>st</sup>, 2021 to the present date? **As an employee of Canada Post you have access to such logs.**
73. Historically how many other bloodborne diseases does Canada Post require their employee base to disclose to the corporation for safety purposes? **That information is not available. This would be private medical information.**

• [Tuberculosis death rate Canada 2000-2019 | Statista](#)

74. Historically, has Canada Post required any employee to disclose any information or medical status regarding contagious bloodborne illnesses like Tuberculosis, HIV/AIDS, Influenza, Hepatitis B, Hepatitis C, Streptococcus? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada. Personal medical information is private.**

[Fact Sheet – HIV Non-Disclosure and the Criminal Law - Canada.ca](#)

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75. Why did the Canada Post corporation never require that the personal medical status of these employees be disclosed to all parties in the workplace? **Personal medical information is protected by the Privacy Act of Canada.**

76. Has Canada Post solicited each bargaining agency regarding the safety or efficacy of their proposed vaccines and can they provide me the minutes of that discussion? **Repeat question to #60**

77. Is Canada Post aware that other Canadian employees are now filing WCB cases against their employer for vaccine injuries due to the employer's vaccination policy? **CPC is not tracking other employers.**

[More vaccine-hesitant city staff get job as some cops claim injuries | Toronto Sun](#)

78. Is Canada Post aware that criminal charges regarding gross negligence can be brought against them for their vaccination practice should an employee suffer severe adverse events or death? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[Criminal liability for workplace deaths and injuries – Criminal Code Offences and their Application by the Courts \(justice.gc.ca\)](#)

79. Is Canada Post aware that they cannot legally even ask an employee to disclose their vaccination status? **CPC as part of their audit process and vaccination practice reserve the right to ask for proof of being fully vaccinated.**

[Are employees required to disclose their vaccination status? - OHS Canada Magazine](#)

80. Does Canada Post believe that natural viral immunity is not a sufficient means to protect their employee? Can Canada Post explain their justification and their research to back up their belief? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[Comparing SARS-CoV-2 natural immunity to vaccine-induced immunity: reinfections versus breakthrough infections | medRxiv](#)

81. Why has Canada Post not suggested any other methods for preventing contraction of SARS-CoV2 like vitamin D or other known immunity boosting options? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[Vitamin D and Its Potential Benefit for the COVID-19 Pandemic - PubMed \(nih.gov\)](#)

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[Vitamin D and SARS-CoV-2 virus/COVID-19 disease \(nih.gov\)](#)

[Vitamin D Status in Hospitalized Patients with SARS-CoV-2 Infection - PubMed \(nih.gov\)](#)

[The Impact of Vitamin D Level on COVID-19 Infection: Systematic Review and Meta-Analysis \(nih.gov\)](#)

[melatonin-health-benefits-pdf.pdf \(mercola.com\)](#)

[do-vitamin-d-supplements-help-prevent-respiratory-tract-infections-pdf.pdf \(mercola.com\)](#)

82. Is Canada Post aware that by ensuring sufficient vitamin D levels in their employees would reduce the potential hospitalization rate due to Covid-19 by 80%? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada**
83. Is Canada Post aware that their vaccination policy cannot be turned off or removed like personal protective equipment after the employee has worked their 8 hours, meaning that after an employee has worked 8 hours to go home for the day, they cannot take this vaccination out of their body while on their own time. Has Canada Post devised a method to remove the vaccination from the employee's body when they are on their personal time? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**
84. Is Canada Post aware that health organizations like the CDC and WHO have had to change their definitions of vaccination, pandemic and vaccine adverse event, due to the current statistics around covid-19 breakthrough vaccination cases as well as the original definition's inability to qualify the government's/employer's reactions to any of the current events we are witnessing regarding Covid-19? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[Emails Reveal CDC Changed Definition of "Vaccine" and "Vaccination" Because Their Experimental COVID Shots Didn't Work as Advertised \(thegatewaypundit.com\)](#)

[WHO Changed Definition of Influenza Pandemic | The BMJ](#)

[Bulletin of the World Health Organization \(who.int\)](#)

[Revised World Health Organization \(WHO\)'s causality assessment of adverse events following immunization—a critique - PMC \(nih.gov\)](#)

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85. What safety training or information has Canada Post provided to their team leaders that are acting as management representatives pertaining to health and safety, that assists the supervisor in the potential diagnosis of an injury due to vaccination? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada. CPC Team Leaders would be informed by employees or their medical practitioner/WCB and the process similar for other workplace injuries would be followed if applicable. All team leaders receive training on Incident Management.**
86. What safety training or information has Canada Post provided to their employees for recognizing or reporting of a potential vaccination injury should the employee feel that they have had an injury due to their employer's mandate? **CPC employees would inform their team leader or their medical practitioner/WCB of such an injury and the process similar for other workplace injuries would be followed if applicable.**
87. Given the complicated safety protocols of both storing and administering the Covid-19 vaccinations, which are carried out by an external third party (local pharmacy or doctor), has Canada Post implemented measures to audit and ensure said pharmacies and doctors are following the standard safety procedures as a means to protect their employees? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**
88. Can Canada Post provide the contracts and communications related to question 80? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**
89. Is Canada Post aware that the very testing method known as the RT-PCR Polymerase Chain Reaction test that drove the very notion that everyone was contracting and dying from Covid-19, has been recalled globally by the CDC due to their inability to diagnose Covid-19? (This recall occurs at the end of 2021) **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada and those vaccinees approved by Health Canada.**

[Lab Alert: Changes to CDC RT-PCR for SARS-CoV-2 Testing](#)

[CDC: PCR tests are recalled as unreliable - Athens News \(rua.gr\)](#)

90. Is Canada Post admitting that all of the safety measures that they implemented before the vaccines were made available, have not worked whatsoever to prevent the spread of Covid-19? If Canada Post is not conceding that is the case, then why are all measures left in place even after employees have taken their suggested vaccinations? **From the start of the pandemic, Canada Post has stated that it follows the guidance from the Public Health Agencies of Canada.**

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In closing, I would like to add that should Canada Post assume that they are somehow removed from the Employer Responsibilities within section 2 of the Canada Labour Code, I would simply point them to the fact

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that since Workers Compensation will be adjudicating suspected cases of vaccination injury as a workplace incident, the employer is **automatically** bound to their obligations within section 2 of the Canada Labour code. The employer will need to serve Worker's Compensation with the Employer's Statement in contrast to the employee's claims provided on the Employee's Statement. It will be through this very adjudication that the employer will be held liable for ensuring that their employees have been provided all of the necessary information and training regarding the work practice that placed them in danger. To date Canada Post has done nothing to understand the safety profiles of their proposed vaccines, and they have not committed to any research nor have they afforded any external opinions on the matter.

I will also add that it is the Internal Complaint Resolution Process (ICRP) that drives all employee concerns around occupational health and safety in Canada. This is not a foreign process, nor is it a process that the employer can wipe their hands of by simply stating that we are taking guidance from the Public Health Authority of Canada. It is through this very process that the employer is defined as a separate entity from the neutral governing body (ESDC), who in turn will make a determination on the hazard contestation between the employee and employer. This process also will provide insight as to whether or not the employer has fulfilled their Employer Responsibilities.

[Internal complaint resolution process - Canada.ca](https://www.canada.ca/en/employment-relations/2019/04/internal-complaint-resolution-process.html)

Should the employer not respond adequately by providing the necessary information to justify their position for the safety process they are implementing, or choose to try and defer to another party without proving their due diligence under the Employer's Response, they would automatically be considered negligent in managing the so-called safety practice they were implementing.

If the employer did actually perform their due diligence regarding the safety and efficacy of the vaccines they are forcing their employees to take, then they would not have concerns with employee work refusals, vaccine efficacy questions, vaccine adverse event questions, vaccine attestations, education or informed consent regarding the very safety practice that is being implemented....

But that isn't what is happening now is it?

With Canada Post set to place 15,000 employees on leave Without Pay on August 26<sup>th</sup>, 2021, due to non-compliance regarding their vaccination policy, Canada Post will be officially dealing with their biggest work refusal on record. Make no mistake about it, the corporation can call it a "non-compliant vaccine status", but it actually is a **15,000 person work refusal**. This is unheard of at Canada Post and for me personally, if I was responsible for 15,000 employees and they said, "We have a safety concern with your vaccination practice", I would take heed, because with that many people making that very claim, there is likely **something wrong with the safety practice you have written.**

*(This informed consent letter does not confirm my personal vaccination status, nor does it confirm any religious or ideological beliefs. These are safety concerns based on medical studies, journals and other relevant sources. Please see the attached hazard form highlighting the basic concerns with the Employer's vaccination practice)*

Other relevant articles and information

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- A) Ontario Health Minister signs order that goes against vaccine manufacturer safety protocols to administer their product.

[https://www.tbdhu.com/sites/default/files/files/resource/2021-06/CMOH Memorandum use of mRNA vaccines 2021-06-08.pdf](https://www.tbdhu.com/sites/default/files/files/resource/2021-06/CMOH%20Memorandum%20use%20of%20mRNA%20vaccines%202021-06-08.pdf)

- B) Historical evidence of vaccine failure and negligence.

[Four Times in History Vaccines Failed \(Lessons for a Coronavirus Vaccine?\) | The National Interest](#)

- C) Americas Frontline Doctors – Shedding Effect

[IDENTIFYING POST-VACCINATION COMPLICATIONS & THEIR CAUSES: AN ANALYSIS OF COVID-19 PATIENT DATA – America's Frontline Doctors \(americasfrontlinedoctors.org\)](#)

- D) The Vaccine Is More Dangerous Than The Virus – Dr. Peter McCullough

[Video: The Vaccine is More Dangerous than COVID-19: Dr. Peter McCullough - Global Research](#)  
[Global Research - Centre for Research on Globalization](#)

- E) Typical influenza procedures

[Flu: What To Do If You Get Sick | CDC](#)

[Key Facts About Influenza \(Flu\) | CDC](#)

[Influenza \(Seasonal\) \(who.int\)](#) - WHO admits that really sick individuals should be given anti-virals

[Influenza - Wikipedia](#) – Flat out says that vaccines require an anti-genic match

- F) Covid case counts

[CDC says COVID-19 cases in U.S. may be 10 times higher than reported \(nbcnews.com\)](#)

[Severe undercounting of COVID-19 cases in U.S., other countries estimated via model -- ScienceDaily](#)

[NIH study suggests COVID-19 prevalence far exceeded early pandemic cases | National Institutes of Health \(NIH\)](#)

[US COVID-19 Cases May Be Substantially Underestimated - UC Berkeley Public Health](#)

- G) Vaccine fact sheets

[ShowLabeling.aspx \(pfizer.com\)](#)

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Ryan Orydzuk  
Human Resources Business Partner  
12135-149st T5L-5H2

[covishield-pm-en.pdf \(canada.ca\)](#)

[covid-19-vaccine-moderna-pm-en.pdf \(canada.ca\)](#)

[vaxzevria-product-monograph-en \(astrazeneca.ca\)](#)

[janssen-covid-19-vaccine-pm-en.pdf \(canada.ca\)](#)

H) VAERS analysis: Kirsh, Rose, Crawford.



VAERS-Deaths-Kirsch  
-Rose-Crawford.pdf

I) Relative Risk Reduction (RRR) vs. Absolute Risk Reduction (ARR)

[COVID-19 vaccine efficacy and effectiveness—the elephant \(not\) in the room - PMC \(nih.gov\)](#)

[Covid-19 vaccine candidate is unimpressive: NNTV is around 256 | The BMJ](#)

[Covid-19: Vaccine candidate may be more than 90% effective, interim results indicate | The BMJ](#)

J) Canada Post's Hazard Reporting Process

[Safety talk Internal Complaint e.pdf \(cpggpc.ca\)](#)

**Work Refusal Submission – November 26<sup>th</sup>, 2021**

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Ryan Orydzuk  
 Human Resources Business Partner  
 12135-149st T5L-5H2



### Hazard Report

### Rapport de condition dangereuse

A - Hazards - Deficiencies		Dangers - défauts	
Location EMPP	Endroit	Date Year: 2021, Month: 11, Day: 23	Time Heure: 15:59

Description of hazard / Description de la condition dangereuse  
 I am submitting this form utilizing my right to refuse dangerous work under section 127.1(1) of the Canada Labour Code. The danger or potential danger to myself or other employees are the proposed vaccination brands and types suggested by my Employer the Canada Post Corporation as per their vaccination practice that was announced on October 14th, 2021. I have attached a document containing my full concern and list of questions that I would like to have answered as per my RTK.

Supervisor actions to address hazard justification below. / Actions du superviseur pour adresser la condition dangereuse ou justification ci-dessous.

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Has this been reported to someone else? / Est-ce que ceci fût signalé à quelqu'un d'autre?	Yes/Oui <input checked="" type="checkbox"/> / No/Non <input type="checkbox"/>	If "yes" to whom? (Name) / Si "oui", à qui? (Nom) Multiple leaders within the company	Date Year: , Month: , Day: ,	Time Heure: : ,
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Name of Originator Ryan Orydzuk	Name of Supervisor Sheri Medynski
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### B - Investigation by LHSC or H&S Rep / B - Enquête par le CLSST ou représentant SST

Report of Investigation / Rapport d'enquête

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Recommendations / Recommandations

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Actions taken / Mesures prises

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LHSC Management Co-Chair / Co-president patronal du CLMSS	LHSC Employee Co-Chair or H&S Rep / Employe Co-President du CLMSS ou représentant du SST
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Distribute copies to: originator, LHSC and local Operations Manager – Distribution des copies: Auteur, CLMSS, Gestionnaire local d'opérations  
 22-053-091E (15-01)



## Hazard Form Submission



### Hazard Report

### Rapport de condition dangereuse

A - Hazards - Deficiencies		Dangers - défauts	
Location EMPP	Endroit	Date Year: 2021, M: 11, D: 22	Time Heure

Description of hazard: The listed hazards of concern are the vaccinations that the Canada Post Corporation has chosen as a means to enforce their vaccination practice. The vaccinations may constitute a potential danger given the federal government's definition of danger for all Canada Post employees that are forced to take the vaccine as per the Canada Post mandate.

Supervisor actions to address hazard justification below. Actions du superviseur pour adresser la condition dangereuse ou justification ci-dessous.

Has this been reported to someone else? Est-ce que ceci fût signalé à quelqu'un d'autre?	Yes/Oui <input checked="" type="checkbox"/> No/Non <input type="checkbox"/>	If "yes" to whom? (Name) Si "oui", à qui ? (Nom) My supervisor and many others in OHS	Date Year: , Annde: M, D: Time: Heure
Name of Originator Ryan Orydzuk	Nom de l'auteur	Name of Supervisor	Nom du superviseur

### B - Investigation by LHSC or H&S Rep B - Enquête par le CLSST ou représentant SST

Report of Investigation / Rapport d'enquête

Recommendations / Recommandations

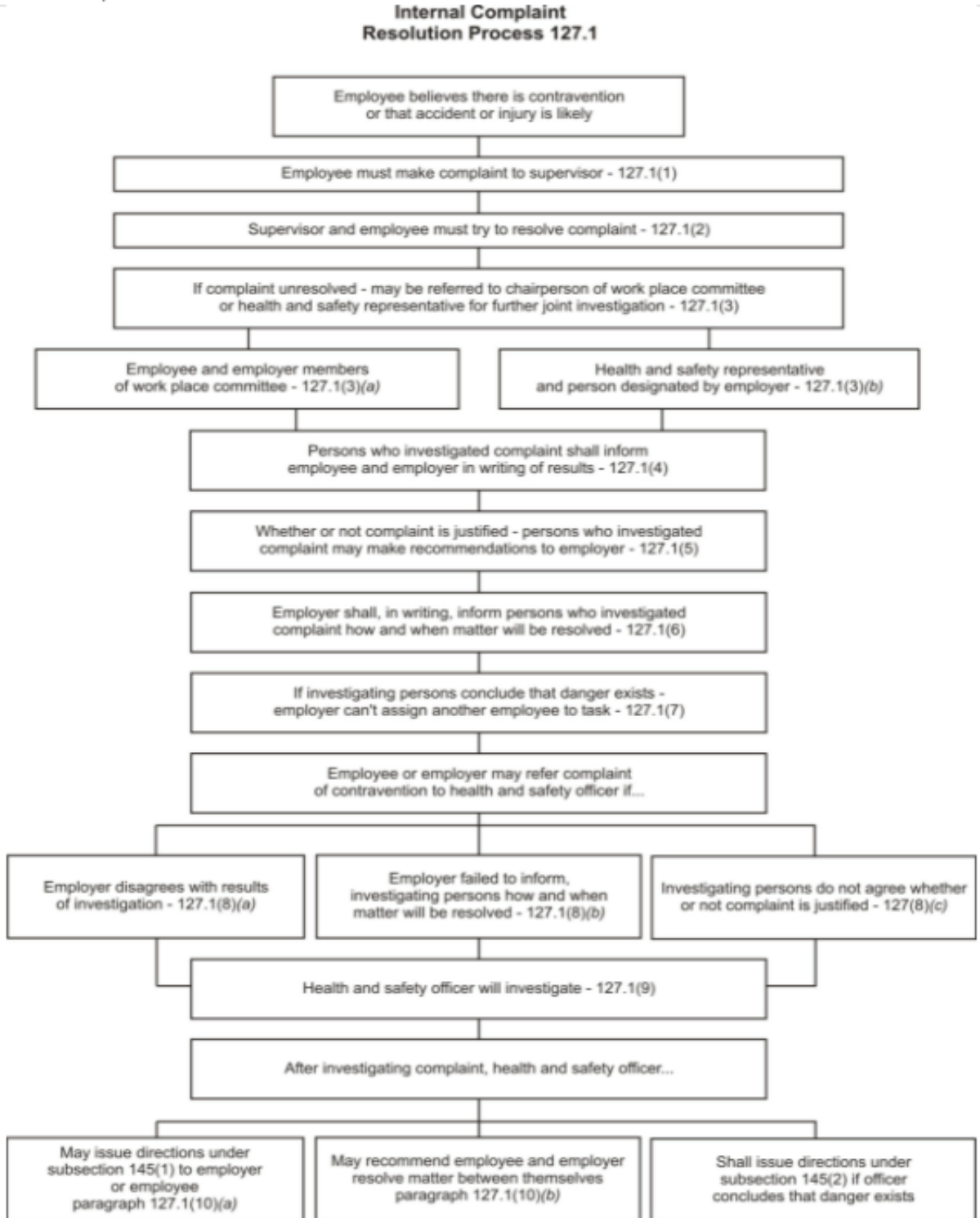
Actions taken / Mesures prises

LHSC Management Co-Chair / Co-president patronal du CLMSS	LHSC Employee Co-Chair or H&S Rep / Employe Co-President du CLMSS ou représentant du SST
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# Internal Complaint Resolution Process 127.1

Flow Chart describing the Internal Complaint Resolution Process

Internal Complaint Resolution Process 127.1



► Chart Description



# World Health Organization

VigiAccess was launched by the World Health Organization (WHO) in 2015 to provide public access to information in VigiBase, the WHO global database of reported potential side effects of medicinal products.

Vaccine or Drug Name	Total ADRs	Years
Mumps vaccine	711	1972-2021
Rubella vaccine	2,621	1971-2021
Ivermectin	5,705	1992-2021
Measles vaccine	5,827	1968-2021
Penicillin nos	6,684	1968-2021
smallpox vaccine	6,891	1968-2021
chloroquine	7,139	1968-2021
tetanus vaccine	15,085	1968-2021
Hydroxychloroquine	32,641	1968-2021
Hepatitis A vaccine	46,773	1989-2021
Benzympenicillin	51,327	1968-2021
Rotavirus vaccine	68,327	2000-2021
Accutane	70,719	1983-2021
Vancomycin	71,159	1974-2021
Hepatitis B vaccine	104,619	1984-2021
Polio vaccine	121,988	1968-2021
Meningococcal vaccine	126,412	1976-2021
Ibuprofen	166,209	1969-2021
tylenol	169,359	1968-2021
Aspirin	184,481	1968-2021
Pneumococcal vaccine	234,783	1980-2021
Influenza vaccine	272,202	1968-2021
Covid-19 vaccine	2,457,386	2020-2021

[www.vigiaccess.org](http://www.vigiaccess.org)

Updated Nov. 12th 2021