

Bernadette Russell

From: [REDACTED]
Sent: Wednesday, October 6, 2021 9:42 AM
To: COB_mail
Subject: October 19th meeting

CAUTION: This message and sender come from outside Pima County. If you did not expect this message, proceed with caution. Verify the sender's identity before performing any action, such as clicking on a link or opening an attachment.

10/10/2021 10:45:44 AM CLK/EF/BJ

Unvaxed County employees are being financially punished for exercising our right to medical choice. Please do not agree to any further financial disincentives the County Administrator might present to you for the October 19th meeting. We get it. He is 'disturbed' that there are those of us who do not believe he has our best medical interest at heart. He wants to punish us for that.

The disincentives are a financial burden to us as it is.

More and more evidence is coming out that the vaccines are not effective AND they get less and less effective as time goes on. Boosters are no better. In fact, boosters could be more harmful to our immune systems. Our own natural immune system is our best protection-so says Pfizer's own scientists.

PCHD will only reveal what the County Administrator tells them to. There is an overwhelming amount of research that supports my previous statement available to anyone who will take the time to find it. Do not trust Heinz for relevant information. He is part of the medical establishment that is in bed with big pharma.

From an UnVaxed County Employee
Thank you.

CLERK'S NOTE:
COPY TO SUPERVISORS
COUNTY ADMINISTRATOR

DATE 10-6-21 *BR*

Bernadette Russell

From: [REDACTED]
Sent: Tuesday, October 12, 2021 1:32 PM
To: COB_mail
Subject: cv19 vaccine mandate language memo

CAUTION: This message and sender come from outside Pima County. If you did not expect this message, proceed with caution. Verify the sender's identity before performing any action, such as clicking on a link or opening an attachment.

To the members of the Board and Mr Huckelberry

You forgot to mention option 6 in this memo :

Disregard Options 1-5. Treat the unvaxed County employees with respect and like all other employees. Do not harass them any longer and do not discriminate against them.

10/12/21 12:21 PM 20209 FC CLK OF MD *BK*

**CLERK'S NOTE:
COPY TO SUPERVISORS
COUNTY ADMINISTRATOR**

DATE 10-12-21 *BK*

Bernadette Russell

From: [REDACTED]
Sent: Tuesday, October 12, 2021 2:06 PM
To: COB_mail
Subject: Cv19 vaccine mandate language memo

CAUTION: This message and sender come from outside Pima County. If you did not expect this message, proceed with caution. Verify the sender's identity before performing any action, such as clicking on a link or opening an attachment.

To the BOS:

Just to be clear about option 3—this is NOT existing policy. The last sentence is NOT current policy. Current policy is that no employee will be promoted w/o a cv vaccine. There is nothing in current policy about employees who receive a transfer or change in position that includes a higher rate of pay.

OCT 12 21 02 09 PC CLK OF ED

BL

Katrina Martinez

From: Joel Sentz
Sent: Thursday, October 14, 2021 1:11 PM
To: Rex Scott; Matt Heinz; Sharon Bronson; Adelita Grijalva; COB_mail
Cc: Steve Christy; Josh Kroll
Subject: Upcoming board of supervisors meeting - employee disincentives

The board is set to discuss another round of options to punish unvaccinated county employees. I have some questions to ask.

As of 10-10-2021 the county claims 79% of employees have been vaccinated. Back in June Dr. Francisco Garcia stated he believed "herd immunity" would be reached around 75%. Since this number has been reached, and doesn't even take into account the unvaccinated who have recovered from an infection, why is there still this insane push to get everyone vaccinated? Why do the goal posts keep moving?

This continues to be called a pandemic of the unvaccinated. Mr. Huckelberry has stated he wants weekly testing for unvaccinated employees. The CDC has recently stated that the fully vaxxed cannot only catch COVID but also spread it. The Wastewater director repeated this statement in the opening remarks of our annual safety training. Your numbers from the last meeting (10 out of 17 infections were fully vaxxed) backs this statement up. If the board is going to require testing, it should be for ALL employees, not just the unvaccinated. Why has the subject of immunity through infection have yet to be discussed?

When the cost of testing for unvaccinated employees was brought up, the county conveniently announced it no longer had the funds to do free testing. Didn't the county get over \$230 million in federal dollars for Covid? The county is spending \$2 million every six months and just approved another \$200,000 for the housing and care of illegals, but can't cover the costs on something they want to force on employees?

The board has also stated the healthcare disincentive is needed to offset the high healthcare costs for the unvaccinated but have yet to produce any proof of this. How much have sick unvaccinated employees cost the county since the vaccine has been available to the general population? How much have fully vaccinated employees cost the county during the same time period? How do both compare with other healthcare costs the county has no problem covering?

Matt Heinz wants to fire any hard working employees doing their jobs who don't want to take the shot. He stated he doesn't want to go back to in person meetings because it is too dangerous. Most of us have been at work doing our jobs through this entire pandemic, yet Mr. Heinz doesn't want to do his. If he cannot perform his stated job duties he should be removed from his position.

All of these options being proposed are nothing more than a vindictive, political response to those who have not yet bent to the will of Mr. Huckelberry and company. I believe this has nothing to do with public safety and everything to do with punishing those who will not comply. The more the board continues to push the more they risk losing valuable employees of Pima County.

CONFIDENTIAL

W

Joel Sentz
Kroll
UMWIII/ safety
PCRWRD Conveyance
Conveyance

Charles Long

WWCS Monitor
PCRWRD Conveyance

Josh

UMWII
PCRWRD

CLERK'S NOTE:
COPY TO SUPERVISORS
COUNTY ADMINISTRATOR

DATE 10/14/21  