

Bernadette Russell

ADDENDUM MATERIAL

DATE 10/5/21 ITEM NO. Add 8

From: 2021nadaname [REDACTED]
Sent: Friday, October 1, 2021 2:02 PM
To: COB_mail
Subject: Sept 29th Memo and other Discriminatory actions

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.

Regarding the last sentence of Mr. Huckleberry's September 29th memo – Fiscal Year 2021/2022 Employee Compensation Effective October 10 and other discriminatory actions against unvaccinated Pima County employees.

I am a healthy, proudly UN-VAXED County Employee.

Not only is it impossible, but it is ludicrous to think that I am responsible for someone else's health. I am responsible only to keep myself healthy and I work at that every day. I cannot control what health conditions other people have. We, the unvaccinated, will not accept the blame/shame you are attempting to put on us so **STOP IT**. Quit wasting your time. Your behavior is disgraceful and your true feelings about those who disagree with you are exposed. You are the ones our founding fathers warned us about. You have been uncovered and laid bare. I am not one to verbally attack someone but my natural instinct is to fight back when I feel as if I am being attacked and there is no doubt that you are attacking me and all other County employees who choose to exercise their medical choice.

If an employee does not submit to the County Administration pressure, employees are financially punished. Are you aware of the financial hardship you have caused for unvaccinated Pima County employees? Do you even care? How is that even moral? It is clearly an abuse of power. For the BOS, who want to be so inclusive and 'equitable' how is that inclusive and equitable? More hypocritical, I say. I am waiting for you to make unvaccinated employees use separate bathrooms or use separate drinking fountains. Will you require us to start wearing yellow badges? If we do not learn from history, we are doomed to repeat it. **Discrimination comes in all forms and you are a shining example.**

10/5/21 10:20AM TO: COB MAIL

The employees you are hurting are your constituents and your community! Do you think when you are up for election they are going to vote for you? Do you think they will have a short memory? Yeah, I bet you are hoping for that.

From some of the comments of the survey of unvaccinated employees it is very clear that employees have no trust in County Administration. Why would we? The Administration's actions show that you no longer care about County employees. I have worked with the County since 2007 and I have seen the Administration stand up for employees, refusing to lay off people and try to place them in other departments. But now, it seems, since the Administration has lost employee's trust, the Administrations next step is spitting on those who refuse to bow down to you. You really don't care. You don't listen and you can barely contain your laughter when someone comments. Yep, we have seen it.

To be sure: These discriminatory actions are not to protect others. These actions are to see what the limits are as to how much oppression and harassment County employees will tolerate before they have the courage to stand up to you. The Administration's attempt at tyranny is on full display.

The Pima County Health Department leadership is a failure. They DO NOT educate or encourage the public to take proven precautions such as taking Vitamin D, Vitamin C, Zinc, and Quercetin to strengthen the immune system. Instead they push a vaccine that does not prevent the disease, has side effects, has thousands of breakthrough cases and in some cases causes death. Yet the County Administration disregards the concerns employees have about the vaccines and turns a blind eye to all of this for the sake of POWER.

Try humility instead of arrogance. Try freedom instead of coercion.
Try truth instead of deceit.