

DATE 3-15-22ITEM NO. ADD 3

Danielle Greene

From: [REDACTED]  
Sent: Sunday, April 3, 2022 9:07 PM  
To: District1; DIST2; District3; District4; District5; COB\_mail  
Subject: Employee COVID-19 Vaccination and Administrative Policies

**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.

04/3/22

**Regarding: BOS meeting 3/15/22 Addendum item 3:  
"Employee COVID-19 Vaccination and Administrative Policies"**

Dear Supervisors Rex Scott, Matt Heinz, Sharon Bronson, Steve Christy, Adelita Grijalva and Clerk  
Of the Board Pima County:

Supervisor Christy in the March 15<sup>th</sup> 2022 Pima County Supervisor board meeting addressed the board regarding Addendum 3. He asked the board for answers on the following county policies held against non-vaccinated county employees:

- The number of exemptions approved, pending and denied
- Booster shot policy review
- Status on no promotions, increased health care cost and raises for non-vaccinated employees
- The rehire policy for fired non-vaccinated employees
- Policy on mandatory vaccinations for new hires

I urge you as a Pima County Supervisor to reconsider and halt the current policies that are being maintained by the health department against Pima County employees that cannot take the COVID19 vaccinations/boosters. Stop discriminating against these employees that cannot take the shot for any reason. It is very bitter and mournful that our county workers have been subjected to this kind of discrimination from the Pima County BOS and the Pima County Health Department. For those employees' that are non-vaccinated and cannot take the vaccinations/boosters it includes:

- The discrimination that requires them to ask for exemptions and the uncertainty of being laid off
- The stress upon them and their families
- Their status on not being allowed promotions, forced with increased health care benefit costs and no raises
- Rehire policy for fired non-vaccinated employees
- Policy on mandatory vaccinations for new hires

All of these discriminatory policies need to be addressed immediately and stopped by the board of supervisors.

Sincerely,  
Ursula Conway

APR 04 22 PM 08:27 PC CLK OF BD

**Danielle Greene**

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**From:** kathe wann [REDACTED]  
**Sent:** Monday, April 4, 2022 9:52 AM  
**To:** District1; DIST2; District3; District4; District5; COB\_mail  
**Subject:** Regarding: BOS meeting 3/15/22 Addendum item 3

**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.

Date 4/4/2022  
Kathleen Wann

**Regarding: BOS meeting 3/15/22 Addendum item 3:  
"Employee COVID-19 Vaccination and Administrative Policies"**

Dear Supervisors Rex Scott, Matt Heinz, Sharon Bronson, Steve Christy, Adelita Grijalva and Clerk Of the Board Pima County:

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DE  
APR 04 22 AM 10:34 PC CLK OF BD

**Danielle Greene**

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**From:** Dan Wann [REDACTED]  
**Sent:** Monday, April 4, 2022 10:02 AM  
**To:** District1; DIST2; District3; District4; District5; COB\_mail  
**Subject:** Regarding: BOS meeting 3/15/22 Addendum item 3

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Date 4/4/2022  
Daniel Wann

**Regarding: BOS meeting 3/15/22 Addendum item 3:  
"Employee COVID-19 Vaccination and Administrative Policies"**

Dear Supervisors Rex Scott, Matt Heinz, Sharon Bronson, Steve Christy, Adelita Grijalva and Clerk  
Of the Board Pima County:

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APR 04 2022 10:34 PC CLK OF BD DC



**Danielle Greene**

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**From:** Julie Harrod [REDACTED]  
**Sent:** Monday, April 4, 2022 10:08 AM  
**To:** District3; District4; District5; COB\_mail; District1; DIST2  
**Subject:** For 4-5-22 BOS Meeting: RE: "Employee COVID-19 Vaccination and Administrative Policies"

**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.

April 4, 2022

From: Jim & Julie Harrod

**Regarding: BOS meeting 3/15/22 Addendum item 3:  
"Employee COVID-19 Vaccination and Administrative Policies"**

Dear Supervisors Rex Scott, Matt Heinz, Sharon Bronson, Steve Christy, Adelita Grijalva and Clerk Of the Board Pima County:

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**I urge you as a Pima County Supervisor to reconsider and halt the current policies that are being maintained by the health department against Pima County employees that cannot take the COVID19 vaccinations/boosters. Stop discriminating against these employees that cannot take the shot for any reason. It is very bitter and mournful that our county workers have been subjected to this kind of discrimination from the Pima County BOS and the Pima County Health Department. For those employees' that are non-vaccinated and cannot take the vaccinations/boosters it includes:**

- **The discrimination that requires them to ask for exemptions and the uncertainty of being laid off**

APR 04 22 AM 10:34 PC CLK OF BD

- **The stress upon them and their families**
- **Their status on not being allowed promotions, forced with increased health care benefit costs and no raises**
- **Rehire policy for fired non-vaccinated employees**
- **Policy on mandatory vaccinations for new hires**

All of these discriminatory policies need to be addressed immediately and stopped by the board of supervisors.

**Danielle Greene**

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**From:** Kathy Morales [REDACTED]  
**Sent:** Monday, April 4, 2022 10:18 AM  
**To:** COB\_mail  
**Subject:** ADDENDUM 3  
**Attachments:** Action letter 20220405 addendum3 Mar15 employee vax mandate (1) (1).docx

**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.

**DO NOT DISCRIMINATE!**

APR 04 22 AM 10:33 PC CLK OF ED

4-4-22

Kathy Morales

**THIS IS AMERICA – STOP DISCRIMINATING!**

**Regarding: BOS meeting 3/15/22 Addendum item 3:  
“Employee COVID-19 Vaccination and Administrative Policies”**

Dear Supervisors Rex Scott, Matt Heinz, Sharon Bronson, Steve Christy, Adelita Grijalva and Clerk Of the Board Pima County:

Supervisor Christy in the March 15<sup>th</sup> 2022 Pima County Supervisor board meeting addressed the board regarding Addendum 3. He asked the board for answers on the following county policies held against non-vaccinated county employees:

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- The rehire policy for fired non-vaccinated employees
- Policy on mandatory vaccinations for new hires

I urge you as a Pima County Supervisor to reconsider and halt the current policies that are being maintained by the health department against Pima County employees that cannot take the COVID19 vaccinations/boosters. Stop **discriminating** against these employees that cannot take the shot for any reason. It is very bitter and mournful that our county workers have been subjected to this kind of discrimination from the Pima County BOS and the Pima County Health Department. For those employees' that are non-vaccinated and cannot take the vaccinations/boosters it includes:

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**Danielle Greene**

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**From:** Karianne Croy [REDACTED]  
**Sent:** Monday, April 4, 2022 10:13 AM  
**To:** District1; DIST2; District3; District4; District5; COB\_mail  
**Subject:** Covid-19 Vaccination Policies

**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.

April 4, 2022  
Karianne Croy

**Regarding: BOS meeting 3/15/22 Addendum item 3:  
"Employee COVID-19 Vaccination and Administrative Policies"**

Dear Supervisors Rex Scott, Matt Heinz, Sharon Bronson, Steve Christy, Adelita Grijalva and Clerk Of the Board Pima County:

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I urge you as a Pima County Supervisor to reconsider and halt the current policies that are being maintained by the health department against Pima County employees that cannot take the COVID19 vaccinations/boosters. Stop discriminating against these employees that cannot take the shot for any reason. It is unconscionable that our county workers have been subjected to this kind of discrimination from the Pima County BOS and the Pima County Health Department. For those employees' that are non-vaccinated and cannot take the vaccinations/boosters it includes:

- The discrimination that requires them to ask for exemptions and the uncertainty of being laid off
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APR 04 22 AM 10:33 PC CLK OF BD

And all of this for a product that has NOT been proven to be effective and possibly poses dangers. All these discriminatory policies need to be addressed immediately and stopped by the Board of Supervisors.

Sincerely,

Karianne Croy  
Pima County Resident

## Corrie Cotugno

**From:** Melissa Manriquez  
**Sent:** Monday, April 4, 2022 9:13 AM  
**To:** COB\_mail  
**Subject:** FW: BOS meeting 4/15/22. Addendum 3 Employee COVID Vaccination

Melissa Manriquez  
Pima County Clerk of the Board  
130 W. Congress St., 1st Floor  
Tucson, AZ 85701  
520-724-8413

**From:** wegnerk [REDACTED]  
**Sent:** Sunday, April 3, 2022 10:52 PM  
**To:** District1 <District1@pima.gov>; DIST2 <DIST.2@pima.gov>; District3 <District.3@pima.gov>; District4 <District4@pima.gov>; District5 <District5@pima.gov>; Melissa Manriquez <Melissa.Manriquez@pima.gov>  
**Subject:** BOS meeting 4/15/22. Addendum 3 Employee COVID Vaccination

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Dear Pima County Supervisors,

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- ☐ Policy on mandatory vaccinations for new hires

All of these discriminatory policies need to be addressed immediately and stopped by the board of supervisors.

Kay Wegner  
13576 N Nightstar Ct  
Marana, AZ. 85658

Sent from ProtonMail for iOS

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

**DATE** 4.4.22 DG

APR 04 22 09:18 PC CLK OF BD

**Danielle Greene**

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**From:** Wynter Kruger [REDACTED]  
**Sent:** Monday, April 4, 2022 12:39 AM  
**To:** District1; DIST2; District3; District4; District5; COB\_mail  
**Subject:** "Employee COVID-19 Vaccination and Administrative Policies"

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April 4, 2022

Wynter Kruger

**Regarding: BOS meeting 3/15/22 Addendum item 3:  
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Of the Board Pima County:

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- The discrimination that requires them to ask for exemptions and the uncertainty of being laid off
- The stress upon them and their families

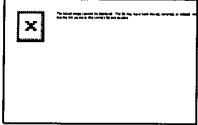
APR 04 22 AM 08:27 PC CLK OF BD

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Wynter Kruger



Cell:

