

# RATH & COMPANY

*Barristers & Solicitors*

ESTABLISHED 1995

February 17, 2022

Our file: 99000

Alberta Public Service Commission  
Deputy Minister of Executive Council Ray Gilmour  
208, 10800 – 97 Avenue  
Edmonton, AB T5K 2B6

Dear Mr. Gilmour:

I am legal representation for *MyAPSCchoice* and the larger group of GoA employees whose human rights are being discriminated and whose medical rights are still being violated because of the Government of Alberta's *Employee Vaccination Policy*. We have filed numerous formal complaints with oversight agencies on our client's behalf resulting in the investigation of abnormal employer practices facilitated by your *Employee Vaccination Policy*.

Government of Alberta employees are still required to demonstrate proof of vaccination status to their managers or a COVID antigen test (at their own personal expense) prior to showing up for work, regardless of whether working from home or otherwise. This practice is nonsensical and impractical, especially since the announcement by Premier Kenny and the cancellation of the Restrictions Exemption Program and the fact that COVID infections post-Omicron demonstrate scientifically that the vaccinated are as likely or more likely to spread COVID than the unvaccinated.

This DEMAND LETTER is being directed toward you regarding your *Employee Vaccination Policy*. We request you to rescind such policy immediately. Despite the recent acknowledgment that these measures are unnecessary, you continue to coerce government employees.

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You are still denying their applications for human rights exemptions, forcing them to present proof of vaccination status, medical testing, plus creating financial hardship by placing employees on a leave of absence without pay. These actions you take all in the name of your vaccination policy. This is clearly punitive and contradictory to the Premier's philosophy and direction.

Yours very truly,

**RATH & COMPANY**

A large, stylized handwritten signature in blue ink, written over the printed name and company name.

Jeffery R. W. Rath

- cc: Premier Jason Kenny (by email)
- Office of the Alberta Ombudsman (by email)
- Office of the Alberta Human Rights Commissioner (by email)
- President of the Alberta Union of Provincial Employees (AUPE) (by email)
- Government of Alberta Employee Relations (by email)
- Alberta Occupational Health & Safety (by email)