



November 11, 2021

VIA E-MAIL

Colleen Russell-Rawlins
Director of Education
Toronto District School Board
5050 Yonge Street
Toronto ON M2N 5N8

Dear Director Russell-Rawlins,

Toronto Education Workers/Local 4400 asks that the Board reconsider its compulsory vaccination policy. The current plan for imposing suspensions on November 21, 2021 will result in staffing shortages which will cause unnecessary risks to students and staff. This policy will cause hardship for employees who are reluctant or unable to be vaccinated for various reasons, and it is unnecessary. Other School Boards and the Minister of Education and the Chief Medical Officer have determined that mandatory vaccination policies are not necessary or appropriate.

In order to undertake a proper risk analysis, which takes into account the implications of staff shortages, the adequacy of alternative measures, such as regular testing and social distancing, and the rights of employees, implementation of the policy should be delayed until the end of December 2021, at the earliest. This will provide additional time for a proper assessment of the reasonableness of the policy.

Please do not hesitate to contact me if you need more information or would like to discuss this in greater detail.

Regards,

John Weatherup
President

c: TDSB Trustees
Audley Salmon, Executive Superintendent, Employee Services (Interim)