

ATTN :

**Karen Oldfield Interim President and CEO
Dr. Nicole Boutilier, Vice President, Medicine
Nova Scotia Health Authority**

October 29th,2021

RE: Justification for vaccine mandate for employees

We, the undersigned physicians, as well as several others unnamed below, are deeply concerned about the policy being implemented by the Nova Scotia Health Authority (NSHA) mandating vaccinations for employees.

We believe that the failure to broadly accommodate religious and conscientious convictions, and anything other than the narrowest medical conditions, demonstrates an unreasonable disregard for the long-established principles of informed consent and human agency that is incompatible with the noble practice of medicine and the fiduciary doctor-patient relationship. Furthermore, to threaten the *livelihoods* of your employees, and to leverage our duty to our patients to further a preferred policy approach during this health-care crisis, is distressing.

Rather than provide a longer list of exemptions or alternative practices to achieve your health-care goal, you have opted for the most heavy-handed response we can imagine.

Our combined medical experience, our review of the relevant literature, and our consultation with legal teams including, but not limited to, labour, public-health-law and constitutional experts, have left us confused and disappointed by the implementation of this policy.

We fully recognize that there could be medical/scientific evidence or managerial/logistical considerations that we have not considered and we therefore request an explanation for the policy. We ask that you provide us with the full justification for this policy, including all relevant studies, data, legal justifications or opinions, and other material considered in its development, which upon review in light of our medical experience will help us determine our future course of action.

You have also demanded that health care professionals disclose their personal health information by November 1 with the threat that failure to do so may result in dismissal or suspension of privileges. This is an infringement on our privacy and we need a ruling from the privacy commissioner and the above justification, before being compelled to disclose.

We are agreeable to proceeding in as formal or informal a process as you prefer.

Signed,

Dr. [REDACTED]
[REDACTED]

Dr. [REDACTED]
[REDACTED]

Dr. [REDACTED]
[REDACTED]

Dr. [REDACTED]
[REDACTED]

Dr. [REDACTED]
[REDACTED]

Dr. [REDACTED]
[REDACTED]

Dr. Dion Davidson MD FRCSC FACS
Assistant Professor - Dalhousie University Department of Surgery
Vascular Surgery and Critical Care
Valley Regional Hospital
Nova Scotia Health Authority

Dr. Aris Lavranos, MD, CCFP-EM
Department of Family Medicine and Emergency Medicine
Dalhousie University and
Nova Scotia Health Authority

Dr. [REDACTED]
[REDACTED]

Dr. [REDACTED]
[REDACTED]

Dr. Chris Milburn, CCFP (EM)
Family and ER Physician
Eastern Zone
Nova Scotia Health Authority

Dr. [REDACTED]
[REDACTED]

Dr. [REDACTED]
[REDACTED]

Dr. [REDACTED]
[REDACTED]

Dr. [REDACTED]
[REDACTED]

Dr. [REDACTED]
[REDACTED]

Dr. [REDACTED]
[REDACTED]