

## **Pre-termination meeting**

Meeting with HR and my department manager on October 15, 2021 to ask 3 questions:

1. Are you aware of LHSC's COVID-19 vaccination program whereby all staff and affiliates must receive the correct number of doses of COVID-19 vaccine unless medically contraindicated by October 22?
  - a. My answer was “Yes I am aware. I am also aware that this COVID-19 vaccination policy differs from all other previous immunization policies that the hospital has had for decades in that it requires vaccination not immunization.” There was no response from her.
2. According to LHSC's records, you are not considered immunized or vaccinated. Are these records accurate?
  - a. My answer was “No, your records are not accurate – I am fully immunized. I got COVID earlier this spring, recovered, had my blood tested in August which showed I have antibodies and am fully immune, and OHSS has a copy of my blood test results. So no, your records are not accurate.” Then I asked her, “Why isn’t immunity being considered? That’s the whole point of vaccination according to your own policy.”
  - b. She was again speechless and didn’t respond to my question. She instead went back to the policy which forces mandatory vaccination regardless of immunity.
3. Are you planning to receive your first dose?
  - a. My answer was “No, I’m not planning on getting vaccinated since I am already immune.”
  - b. Her response, “Unfortunately then you are considered out of compliance with the COVID-19 vaccination policy so you will be given a day and time for your termination meeting.”

Perhaps the worst feeling for me was hearing that I was going to be fired and would no longer work at LHSC. I've never been fired from a job so this was so surreal. And knowing that I have done nothing wrong or evil to deserve it, made it even harder.