



Grey Wowk Spencer LLP

CST-19

23 November 2021

Via fax: 416-422-6352

The Salvation Army
Territorial Headquarters
2 Overlea Blvd.
Toronto, ON
M4H 1P4

**Attention: Mr. Brian Armstrong
Secretary for Personnel**

RE: COVID-19 Mandatory Vaccination Policy, OP Number HR 07.003

We represent [REDACTED] a Salvation Army employee. She faces termination for non-compliance with the referenced mandatory vaccination policy.

This letter will address several concerns arising from coercion by the Salvation Army of employees to submit to experimental drug therapies. This Policy violates their Human Rights and constitutes wrongful dismissal.

The Pfizer and Moderna mRNA COVID Injection Therapies ARE Experimental.

The word EXPERIMENTAL is commonly understood to mean “a new invention or product based on untested ideas or techniques and not yet established or finalised such as an experimental drug”.

Use of the word “immunized” is highly misleading given the limited protection now provided by the Pfizer/Moderna injections, which now only “provide some protection”.

The Government of Ontario recently admitted that based upon real world data the Moderna injection causes myocarditis in 1 out of 5,000 18 to 24 year-olds and that the Pfizer injection causes myocarditis in 1 out of 28,000 18 to 24 year-olds. In light of this data, the Government of Ontario now directs 18 to 24 year-olds to only be given the Pfizer shot. This is clear evidence of the unsafe and experimental nature of these drug

therapies. While it is expected that the safety profile of a new experimental therapy will change over time, especially in the absence of long-term safety data the ongoing adjustments to this program underscore its experimental and unsafe nature.

The experimental nature of the Canadian COVID injection program was evident from the outset. The Astra-Zeneca shot was withdrawn from circulation in Canada because it caused thrombosis in 1 out of 58,000 citizens over the age of 80. That shot was then mixed and matched with Pfizer and Moderna injections, without adequate research having been done as to possible adverse effects.

The recent admissions that the Pfizer and Moderna shots are clearly linked to myocarditis in 18 to 24 year-olds, and the so called "vaccination" program being adjusted on the fly, underscore the experimental nature of these injections. This calls into question the entire program of coercing Canadian citizens through "vaccine mandates", regardless of the availability of real-world safety data for a sufficient period of time. Further evidence has emerged that those previously infected with COVID are at increased risk or harm from subsequent mRNA "vaccines", including of myocarditis. By supporting vaccine-mandates, the Salvation Army is coercing its loyal employees to take experimental injections as a requisite to employment, when they may already have immunity and are possibly at increased risk of harm from the "vaccines".

FORCED INJECTIONS ARE AN ASSAULT

Any forced injection program constitutes an assault.

S. 265(1) of the *Criminal Code of Canada* states:

A person commits an assault when

(a) Without consent of another person he applies force intentionally to that person directly or indirectly...

S. 265(3) states:

For the purposes of this Section, NO CONSENT is obtained where the complainant submits or does not resist by reason of ...

(d) The exercise of authority.

Every member of the Salvation Army Board of Regents who supports vaccine mandates against employees or any other person supports the criminal assault of your fellow professionals.

The Nuremburg Code - DIRECTIVES FOR HUMAN EXPERIMENTATION

Following the horrors of the Holocaust and the Nuremburg Military Tribunals, where horrific practices of “doctors” such as Dr. Josef Mengele were brought to light, the Nuremburg Code placed limitations upon human experimentation.

Paragraph 1 of the Nuremburg Code states:

The voluntary consent of the human subject is absolutely essential. This means that the person involved should have legal capacity to give consent; should be so situated as to be able to exercise free power of choice, without the intervention of any element of force, fraud, deceit, duress, overreaching, or other ulterior form of constraint or coercion; and should have sufficient knowledge and comprehension of the elements of the subject matter involved as to enable him to make an understanding and enlightened decision. This latter element requires that before the acceptance of an affirmative decision by the experimental subject there should be made known to him the nature, duration, and purpose of the experiment; the method and means by which it is to be conducted; all inconveniences and hazards reasonably to be expected; and the effects upon his health or person which may possibly come from his participation in the experiment.

The duty and responsibility for ascertaining the quality of the consent rests upon each individual who initiates, directs, or engages in the experiment. It is a personal duty and responsibility which may not be delegated to another with impunity.

The unvaccinated have their civil and statutory rights of privacy violated on a daily basis by being forced to disclose their vaccine status. The support for mandates is a refusal to acknowledge that the “Vaxxed” are the ones spreading COVID through their larger numbers and reliance on a “vaccine” that neither prevents the “Vaxxed” from being infected or prevents the “Vaxxed” from being super spreaders of the virus once they obtain the false security of a “Vaccine Passport” document.

Employers are legally obliged to respect the autonomy and dignity of their employees to respect the confidentiality of their medical information, even after the employee has died; and to not use medical knowledge to violate the human rights and civil liberties of their employees, even under threat from Government authority.

Forcing experimental drug injection therapies upon Salvation Army employees under threat of loss of livelihood is a clear violation of the *Criminal Code of Canada* and the Salvation Army’s own Constitution.

Informed consent in the case of the experimental Pfizer, Moderna mRNA injection program must include advising employees of the following:

- that this mRNA therapy program does not provide immunity for COVID-19 and only provides an unknown amount of protection from the virus for a limited time;
- that people who receive injections can in fact be infected with COVID themselves and pass the virus on to other members of their family, including their aging parents;
- that there is insufficient data over a multi-year period to advise that the injection is safe and that serious-life-threatening conditions, including permanent damage to the heart muscle (myocarditis) and DEATH may occur in healthy people under the age of 50 as a result of the injection;
- that if you are under the age of 50, with no comorbidities, you are at a greater risk of a serious illness or adverse event, including COVID-like sickness, including fever and DEATH from the vaccine, than you are of actually suffering permanent harm from COVID itself;
- that the incidence of COVID-19 "vaccines" causing death or seriously adverse outcomes in children is greater than the potential for children to have any serious outcome from actually contracting COVID-19; and
- that pregnant women should be advised that the effects of the Pfizer and Moderna injections on fetal health are in fact unknown and that vaccine side effects may in fact include spontaneous miscarriage and fetal abnormalities.

Given the absence of long-term safety data, it is possible that significant side effects become apparent ONLY with time. This is especially relevant given the biodistribution data indicating that these mRNA injections and their product (spike protein) distribute throughout the body and brain. In *R. v. Morgentaler*, the Supreme Court of Canada stated that "**security of the person includes the right to protect one's body from interference by others**".

Whether or not the Nuremberg Code applies, forcing injections on people through vaccine mandates constitutes an "Assault" under the *Criminal Code* for which, the CPSM and CPSM Council are culpable.

The mandated mRNA injections are NOT safe or effective

The Pfizer and Moderna injections being pushed upon Canadians are neither safe nor effective. Since the advent of the Pfizer and Moderna injection program, adverse effects have been widely reported. Current data shows that the Moderna injection causes myocarditis in 1 in 5,000 18 to 24-year-olds and Pfizer in 1 out of 28,000 18 to 24 year-olds. Since the advent of forced injections of students wishing to attend University, we

now have 18-year-old and 25-year-old student athletes DEAD at Ontario Universities from “unknown causes”. These DEATHS occurred shortly after these students started school at Universities with MANDATORY VACCINATION POLICIES FOR STUDENT ATHLETES.

It is clear that negative outcomes from COVID for this age cohort are far lower than the incidence of myocarditis (or death) reported by Ontario with regard to either one of these injections. As such, the University is ignoring its obligation to put the health and well being of its employees as its “first consideration”. Further, it has become apparent from numerous studies that present experimental injections do not prevent people from contracting Delta Variant COVID. The so-called “wild” and “Wuhun Institute of Virology” strain of the virus is now extinct in Canada, having been entirely replaced by subsequent variants of concern.

The Board of Regents is forcing its employees to be injected with an experimental mRNA therapy designed to combat a virus that is now extinct in Canada. These experimental therapies only enable the immune system to mount a response to the original Wuhan spike protein, and as the COVID spike protein has mutated, the ability of these experimental “vaccines” to prevent symptomatic COVID has been vitiated.

Salvation Army employees subjected to illegal and unethical injection mandates now include workers who have not yet been “vaccinated” and who are being unlawfully coerced into being injected through a threatened loss of their livelihood. These professionals have legitimate, conscientious, and well reasoned scientific concerns with regard to the Pfizer and Moderna injection programs. Many have real concerns with regard to these so called “vaccines” causing subsequent antibody-dependent enhancement (ADE) in people injected with there mRNA therapies.

THE FACT THAT THE VACCINATED IN THE UK ARE NOW DYING AT HIGHER RATES THAN THE UNVACCINATED SHOULD GIVE ALL OF THE PROPONENTS OF MANDATORY VACCINATION PAUSE TO CONSIDER THEIR LIABILITY AND CULPABILITY IN FUTURE DEATHS.

ADE is a well-known phenomenon that occurs when “vaccines” do not directly stimulate the immune system to completely sterilize or kill all of the virus.

It now appears that the virus has mutated specifically to avoid the original “vaccine” in a manner that will cause further widespread transmission of the virus and death amongst those fully vaccinated. This concern is borne out by recent data from the UK that the double injected are now dying at a rate higher than the un-vaxxed. Policy makers had better prepare themselves for the righteous anger of the virtuous double Vaxxers when they realize that they have been injected with a substance that may-well make them MORE susceptible to death from subsequent variants.

The concerns of our clients are based upon their review of existing scientific literature and observation of public health statistics in Canada and globally which clearly demonstrate that we are now in the midst of an epidemic of the fully vaccinated.

The allegation that only the unvaccinated spread COVID-19 is patently false and untrue, and yet you are continuing to impose these divisive, misleading and unethical vaccine mandates. These mandates not only violate the rights of employees but perpetuate the “fake news” that the fourth Delta wave was in fact caused by the unvaccinated. Scientific evidence indicates that the present wave may have in fact been caused by vaccinated people who falsely believe that they are immune from COVID.

The Salvation Army needs to loudly and publicly advise the double vaccinated to stay home if they exhibit any COVID-like symptoms and at the same time have themselves tested regularly should they have symptoms. Failing to do so, the Salvation Army is contributing to the program of misinformation and mistakes spread by Government paid media since the onset of the pandemic.

Ivermectin Saves Lives

Ivermectin, in capsule form for humans, is a highly safe and effective drug when used early in the treatment of COVID-19. It has been used for decades as an anti-parasitic with zero reported unsafe drug side effects. Certainly, when one is aware that the Moderna injection causes myocarditis in 1 in 5,000 18 to 24-year-olds, and that 18 to 24 year-olds are at virtually no risk of an adverse outcome from COVID, prescribing Ivermectin to people in any age category is likely far safer than providing them Moderna or Pfizer injections, given the large number of adverse reactions reported with regard to those shots, including myocarditis.

Conclusion

- (1) All of the scientific data show that the Covid-19 virus poses no serious health risk to 99.97% of Canadians, and that nearly all deaths directly attributable to the virus occur in persons over 80 years of age suffering from multiple co-morbidities and compromised immune systems. The risk of serious illness or death to persons under the age of 50 remains vanishingly low;
- (2) The best scientific data available shows that there is but a 0.7% risk of asymptomatic spread of the Covid-19 virus—even among persons living in the same household;
- (3) There are no scientific data to support the conclusion that the Covid-19 vaccines have had any impact upon reducing the spread of the virus. In fact, Israel is the most universally vaccinated nation in the world, and yet is experiencing a huge spike in new cases;

- (4) There are many reasonable and practical alternatives to mandatory vaccination that would be more effective at controlling spread of the virus amongst Salvation Army employees, all of which are far less prejudicial than summary termination of loyal employees exercising their human right and civil liberty to refuse the vaccine;
- (5) On 11 November 2021, in Electrical Safety Authority ("ESA") and Power Workers Union (the "Union") , Arbitrator Stout Chief Arbitrator John Stout found at paragraph 36:

In my view, disciplining or discharging an employee for failing to be vaccinated, when it is not a requirement of being hired and where there is a reasonable alternative, is unjust. Employees do not park their individual rights at the door when they accept employment. While an employer has the right to manage their business, in the absence of a specific statutory authority or specific provision in the collective agreement, an employer cannot terminate an employee for breach of a rule unless it meets the KVP test and found to be a reasonable exercise of management rights.

- (6) Mandating employees to take the Covid-19 vaccine violates the fundamental tenet of medicine known as informed consent, and the Hippocratic medical maxim - "do no harm"; and
- (7) On 27 September 2021, The Australian Fair Work Commission delivered a landmark decision concerning the legality and moral propriety of vaccine mandates. In a dissenting opinion, Deputy President commented on using blanket rules for mandatory vaccinations and found as follows at paragraphs 181-184 of the decision:

"Blanket rules, such as mandating vaccinations for everyone across a whole profession or industry regardless of the actual risk, fail the test of proportionality, necessity, and reasonableness. It is more than the absolute minimum necessary to combat the crisis and cannot be justified on health grounds. It is a lazy and fundamentally flawed approach to risk management and should be soundly rejected by courts when challenged. All Australians should vigorously oppose the introduction of a system of medical apartheid and segregation in Australia. It is an abhorrent concept and is morally and ethically wrong, and the antithesis of our democratic way of life and everything we value. Australians should also oppose the ongoing censorship of any views that question the current policies regarding COVID. Science is no longer science if a person is not allowed to question it. Finally, all Australians, including those who hold or are suspected of holding 'anti-vaccination sentiments', are entitled to the protection of our laws."

Per the attached Appendices, and for the reasons stated, there is no rational or legal basis for making Covid-19 vaccination a condition of employment with the Salvation Army. This violates Provincial, Federal, and International Human Rights statutes, agreements, and conventions. This is therefore notice to the Salvation Army that if it proceeds to act upon its threat to suspend without pay, or terminate any of the named employees whom we represent for the above noted reasons, the following action shall be taken without any further notice:

1. Legal action shall be commenced against the Salvation Army;
2. Multiple Human Rights Claims shall be filed, alleging violation of ss.7 and 15 of the *Charter* and applicable Provincial Human Rights Legislation; and
3. An application shall be brought seeking injunctive relief and punitive damages against the Salvation Army arising from irreparable damage caused through violation of the fundamental human rights of the named employees.

We expect that the Board of Regents shall govern itself accordingly. In the meanwhile, we look forward to hearing from your corporate legal counsel.

Yours truly,

GREY WOWK SPENCER LLP

Per:



Leighton B. U. Grey, Q.C.
LBUG/mg

Enclosure(s):

Affidavit of Jay Bhattacharya – Covid Expert Opinion

Canadian National Report on Immunization, 1996

Dr. Payne letter to CPSA in Alberta

European Journal of Epidemiology

Expert Report of Dr. Martin Koebel

Open letter to RCMP Commissioner Brenda Lucki

Sep-15-FINAL-PAYNE-CPSA-letter[128416]

The-Case-Against-Mandatory-Vaccines-20210922-final[128415]

Dr. Kettner Report

Letter from Hilier re rise in deaths