



MINUTES – SPECIAL MEETING

Board of Library Trustees | Altadena Library District
Virtual – Zoom – September 7, 2021 – 5:00 p.m.

IMPORTANT NOTICE REGARDING SEPTEMBER 7, 2021 SPECIAL BOARD MEETING

This meeting was conducted utilizing teleconference and electronic means consistent with the **State of California Executive Order N-29-20** dated March 17, 2020, regarding the COVID-19 pandemic. The live stream of the meeting may be viewed by visiting the Altadena Library District's YouTube channel at the following URL <https://www.youtube.com/c/AltadenaLibrary>

SUBMISSION OF PUBLIC COMMENT: For those wishing to make Public Comments at the September 7, 2021 Meeting, please submit your comments by email to be read aloud at the meeting. If multiple comments are submitted, only the first comment will be read aloud during the meeting. Email and Electronic Comments submitted online will be accepted up to two (2) hours prior to the start of the meeting. Email comments can be submitted to hello@altadenalibrary.org with the subject line: "Public Comment". Electronic Comments may also be submitted online at www.altadenalibrary.org/publiccomment. If you wish to make your public comment during the live meeting, please state so in your email or select "*Yes – I want to provide this comment in real-time and need the Zoom link*" in the online form.

Email and Electronic Comments will be submitted to the legislative body and shall become part of the record of the meeting.

If you are unable to submit via email or the online, you can call in to (626) 798-0833 ext. 118, during the corresponding item of the agenda. For public comment on any non-agenda item, please plan to call at 5:00 pm.

PUBLIC REQUESTS FOR DOCUMENTS: The District provides a public inspection copy of all materials included in the agenda packet distributed to the Board members. Members of the public who wish to obtain a copy of any document may do so by completing a Request for Public Document form and submitting it to Administration who will arrange for the documents to be copied at a charge of 15¢ per page. Request forms are available at the District Administration offices.

In compliance with the Americans with Disability Act, if you need special assistance to participate in the meeting, please contact Library Administration at (626) 798-0833 x118 at least 48 hours prior to the meeting so the Altadena Library District may make reasonable arrangements to ensure accessibility to the meeting.

I. Call to order

The meeting was called to order by Trustee Katie Clark at 5:07 pm.

II. Open Session

a. Roll Call

Trustee Clark called roll. Trustee Andruess, Trustee Capell, Trustee Cervantes and Trustee Wilkerson responded as present.

b. Approval/Reordering of Agenda Items

No adjustments were made.

- c. Adoption of Agenda
Moved by Trustee Cervantes to adopt the Agenda.
Seconded by Trustee Capell.
Roll Call Vote:
Trustee Andruess: Aye
Trustee Capell: Aye
Trustee Cervantes: Not present
Trustee Wilkerson: Aye
Trustee Clark: Aye
Motion passed.

- d. Public Comment on Non-Agenda Items
No public comment made.

III. Unfinished Business

IV. New Business

- a. Review and Approval of ALD's COVID-19 Vaccination Policy (**Action**)
Nikki Winslow, District Director, introduced and provided background for the agenda item. Katie Clark, Board Chair, allowed public comment on the agenda item to be read into the record before Board discussion.

Public Comment (In order presented to the Board):

- As someone who has enjoyed various Altadena Library ("Library") Concerts and has close friends that are employed by the Library, I am disappointed and saddened to hear that the Library is attempting to set forth a mandate that requires its employees to receive the Covid-19 "vaccine".

As you consider whether to mandate the "vaccine", I politely request that you consider the following questions and predicaments:

1. Studies suggest that natural Covid-19 antibodies are more effective in fighting the Covid-19 virus than the vaccine. In addition, studies have also suggested that those who have had Covid are at higher risk of experiencing adverse effects from the "vaccine". Why then would one require its employees to receive the "vaccine", without considering the potential adverse effects of some of its employees' unique predicaments?
2. If an employee experiences adverse effects that either hinders their ability to perform daily necessary functions or leads to their death, will the Library compensate that employee for those repercussions? Will the Library then provide for that individual's family? Can the Library take away the pain and suffering of that individual or their family? All in all, will the Library hold responsibility for mandating that individual to receive a "vaccine" when they otherwise would not have received the "vaccine"?

Thank you for your consideration, and we all hope you make the right decision.



Sincerely,
AJ Gudino

- *Submitted via email by AJ Gudino and read into the record by Diego Gamboa, ALD Administrative Assistant.*

- I am opposed to this policy; it encroaches upon free will, and I will not stand by an organization, city, county, state, or country dishing out ultimatums, especially pertaining to what people do with their own bodies. Want to know how an ultimatum feels? If you approve this, I will polish my resume and apply to organizations that respect basic human rights.
 - *Submitted via online public comment form by Christopher Kellermeyer and read into the record by Diego Gamboa, ALD Administrative Assistant.*

- Dear Altadena Board of Directors,
Thank you for the opportunity to share our comments and concerns regarding the September 7, 2021 Board Meeting on COVID-19 and vaccinations. I have worked in healthcare and medical research for many years. The key component of research is the Informed Consent process, where a patient is given all the information on both benefits and risks of a treatment and is allowed to make their own choice to take the treatments or not based on what they feel is best for them without any loss of care or benefits. The Nuremberg code of ethics was created to avoid the horrors of Nazi Germany where victims were experimented on with different treatments against their will. Also, the U.S. Health Department unethically conducted the Tuskegee Syphilis study in which black men with Syphilis were lied to and were not given treatment for their disease. The informed consent laws for medical treatment were designed to prevent unethical treatment of people like was done in these situations and to make sure that treatment a person gets is voluntary and not forced against their will. Therefore, either manipulating and forcing people to be vaccinated in order to keep their jobs is both immoral and unethical.
Please also consider that while the COVID vaccine is meant to be a help, it can also be harmful. The CDC uses VAERS (Vaccine Adverse Event Reporting system) to help find out some of bad adverse reactions that people have to the vaccine. The reports so far show (reference: <https://openvaers.com/>) approximately over 650,000 adverse reactions, 56,000 hospitalizations, 1700 miscarriages, and 13,000 deaths associated with the vaccine. So, while the vaccine may benefit some, it could also cause serious harm or even death to others. It should be a personal choice what risks a person is willing to take for their body and life.
I hope you will seriously consider the above information and Not require vaccines for employees. If vaccines are made to be required for employees, I would end my support for the library and tell others to do the same.
Sincerely,

Janelle Miller

- *Submitted via online public comment form and presented in real-time to the Board by Janelle Miller.*

- As an employee of the Altadena Library District I want to state my full support of the proposed vaccination requirement for staff. The library should be a leader in taking this step to protect staff - especially those working with unvaccinated children. Furthermore, a required vaccination for staff members diminishes risk of transmission to people visiting the library. This is sound community-centered policy that affirms the library as a provider and consumer of important information.
 - *Submitted via online public comment form by Aaron Kimbrell and read into the record by Diego Gamboa, ALD Administrative Assistant.*
- This is a message from Viktor Sjöberg, Assistant Library Director of the Altadena Library District.

The proposed policy includes a statement defining the District's "primary function" as "protecting the health and safety of the Altadena community while also meeting its obligation to provide a safe and healthy workplace for employees". I would like to remind the Board that this is in fact not the primary function of the District. The primary function of the District is to fulfill its mission of "bringing people and ideas together". In terms of questions of health and safety, our library has - and will continue to - follow direction from Public Health officials. It is very important that the people chosen to make these decisions are the ones that get to make them. I am not qualified to make any decision about what an individual should put in their body. Neither is our Director or our Trustees.

I believe in every individual's right to make their own medical decisions, and as such, I cannot justify acting in a leadership position in an organization that mandates vaccination.

The proposed policy does not make the library any safer. With an 85% vaccination rate on staff and a 75% community vaccination rate, getting an additional 4 or 5 staff members will not have a demonstrable effect on the level of safety. Please consider that the libraries had close to 4,700 visits during the month of July 2021.

That the board would even discuss the concept of requiring vaccination for patrons is highly problematic and a violation of the American Library Association's Bill of Rights.

I also urge the Board to keep in mind the various motivations for not wanting to get vaccinated, such as being medically vulnerable. Sending these employees to get tested once a week is not a safe option for individuals or the employer.



You are sending your “most vulnerable” into the one environment where they are most likely to get exposed to an active transmission of COVID-19, from vaccinated and unvaccinated individuals. That puts the unvaccinated staff member in danger, and it may increase transmission in the workplace.

I urge the Board to give up the idea of a COVID-19 Vaccination Policy and to instruct staff to continue following public health orders through ongoing updates to the District’s COVID Prevention Plan. Once again: I believe in every individual’s right to make their own medical decisions, and as such, I cannot justify acting in a leadership position in an organization that mandates vaccination.

- *Submitted via online public comment form by Viktor Sjöberg and read into the record by Diego Gamboa, ALD Administrative Assistant.*

- I’m grateful that the Altadena Library District is addressing the need for a Vaccination Mandate to promote a healthy and compassionate community for all of us.

My comments are specific to Section 4 of the proposed policy. There is no question that the science of this vaccination is proven to slow the spread of Covid and lower hospitalizations and deaths. I strongly encourage the Trustees to consider a very clear mandate that keeps us all safe: vaccinate or terminate . . . the freedom of choice is in the hands of every employee. I’m opposed to the concept of paying for the testing and paid time to leave work, get tested and remain home while waiting for results. What kind of message does that send to the staff members who have complied and show up for work . . . taking a risk every day they work along side those who don’t get vaccinated? I think it bears consideration that our tax dollars are being used to cover the cost of those who choose to put others at risk. I hope you will consider strengthening this policy to fully address your concerns for the healthy of our library staff and patron.

- *Submitted via online public comment form and presented in real-time to the Board by Bridget Brewster.*

- I am writing to urge you to reconsider the policy presented to you as it is written, specifically, section 2, the “Vaccination Requirement” for employees of ALD, which is essentially a vaccine mandate, by stating that “all ALD employees must be fully vaccinated for Covid-19 as a condition of employment no later than Monday, September 27, 2021”. There is no need for a vaccine mandate if the District is allowing those who wish to remain unvaccinated the options presented in Section 4 of the policy, (testing and masking).

The policy before you states that “those in the community who are high-risk and medically vulnerable, both of which are not eligible to be vaccinated at this time”, however, offers no definition for “high-risk” or “medically vulnerable”, and seems to be contradictory to the CDC’s current recommendation of a third dose of the Pfizer vaccine to immunocompromised individuals. The policy states that

its purpose is to “protect the health and safety of the ALD employees and the public we serve”. While the CDC states that the Covid-19 vaccines are effective at helping protect against severe disease and death, the CDC also states that “even if you are fully vaccinated, you can become infected and you can spread the virus to others.”

Not only is this requirement illogical, vaccine mandates have no place in our society and no one, especially staff of ALD, should be subjected to them. The policy states that 76% of Altadenans have received at least one dose of a COVID-19 vaccine and 87% of the Altadena Library District Staff are fully vaccinated.” Since the data is available, I encourage you to review vaccination rates by ethnicity and see that mandates such as the one you are considering impact people of color the most. In addition, although the CDC has not yet established the “population immunity” number for Covid yet, a review of other communicable diseases will show that if 87% of the District staff is already vaccinated, it can be assumed that they are at or near a number of vaccinated individuals sufficient for “population immunity” among staff. In order to keep my comment brief, I would like to encourage the Board, staff and even members of the public to review available data from the FDA, the vaccine manufacturers and the CDC, as sources of important and relevant information.

I am urging the ALD Board to respect body autonomy and recognize that personal medical decisions should be made by individuals, without coercion. Thank you for your time.

- *Submitted via online public comment form by Kylynn Chaney and read into the record by Diego Gamboa, ALD Administrative Assistant.*

- Dear Altadena Library Board of Trustees,

I am writing this letter to show my support for the Library’s COVID-19 Vaccination Policy. I appreciate the consideration and work that went into this Policy which will ensure a safe workplace for the staff and protect the health of our library patrons. I believe that the protocols listed in the Policy are a logical step in improving the Library’s safety measures in response to the COVID-19 virus and the deadly Delta variant. By requiring employees to be vaccinated we continue to minimize the risk for all of us and the Library Board will be supporting the health and safety of all who work inside the library facilities as well as protect our library patrons.

One point in the proposed Vaccination Policy that the Library Board may ponder is the option for vaccinated employees to also have the opportunity offered to the unvaccinated employees - free weekly COVID-19 testing on work time. As stated in the proposed Vaccination Policy, unvaccinated employees may undergo weekly COVID-19 testing for free and on work time. If the Board approves the Policy, it would be fair and reasonable to also offer this benefit to the vaccinated employees who are concerned for their health and have taken measures to protect themselves and others.



Thank you,

Margaret Hatanaka
Adult Services Librarian
Altadena Library District

- *Submitted via online public comment form by Margaret Hatanaka and read into the record by Diego Gamboa, ALD Administrative Assistant.*

- First off, I would like to thank the ALD board and the district director for the opportunity to voice my objection on having staff mandated to be vaccinated.

This decision that is being made is very emotionally charged and driven by fear. And this fear has divided many of the staff, patrons, community members, and ultimately the whole country. You cannot make a sound decision based on fear. If history shows us anything, and we should learn from our past mistakes, those decisions made in fear have caused harm to many people. We have monuments dedicated to those mistakes, Dachau and Manzanar come to mind.

I am not an anti-vaccination person. I believe that those who want to get vaccinated whether it be for Covid or other illnesses is up to the individual. And it is none of my business to find out if they got vaccinated or not. There are laws in place that prevent me from getting that information. We must respect those boundaries.

Now to force a vaccination upon individuals in my opinion is tyrannical. Those who choose not to get the vaccine are being called stupid, shunned, ignored, discriminated upon. When a differing opinion that is not in lockstep with this form tyranny, it is dismissed as ignorant, uneducated or from a different political faction. This is all based in fear.

Your decision tonight is to have all staff vaccinated or go through testing. But the endgame is to have everyone vaccinated which also will include our patrons. The door was open last week at the board meeting when a letter was read out to have patrons also vaccinated to enter the building. For those patrons of the Altadena area that are not vaccinated, and that voted on the bond measure to support this library renovation process, are you going to deny them entry but just take their money? Are you going to have them tested also? Who is going to pay for it? Have you counted the cost?

There are studies coming out every day that are showing that the vaccinated are getting just as sick as those that are not vaccinated with this new strain. Studies just came out recently from Israel that showed that 95% of the people that were vaccinated got the new Delta strain and it was transmitted from other vaccinated individuals. That being said, and if you want to follow our EDI standards, then everyone should be tested whether vaccinated or not. They're

doing that at USC now.

If staff is forced to get the vaccine, and something detrimental happens to them because of the vaccine, are you going to support their families and be responsible for their financial well-being if something happens to them?

My suggestion is that the board table this decision until a rational decision can be made not based on fear but on the truth. As I said before, count the cost.

Thank you.

- *Submitted via online public comment form and email and presented in real-time to the Board by Jonathan Arevalo.*

- I am writing in support of the ALD COVID-19 Vaccination Policy. As drafted, this is a common sense policy that is very much in line with policies that are being implemented elsewhere, including by the State of California and the Federal Government. For those employees that are not vaccinated, the policy is also generous providing coverage for testing and allowing it to be done during work hours. Accommodations are being made for those that do not wish to be vaccinated, and it is thus hard to understand resistance to this policy.

Beyond this and while I'm aware of the debate surrounding the vaccines, what exactly is the proposed alternative to this policy here? Vaccines are not being required, so is the opposition to testing? To the extent that there is opposition to this policy, I struggle to understand it.

Finally, with a significant portion of the ALD patronage still unable to be vaccinated (those younger than 12 years old), it is simply irresponsible and dangerous to not have this or a similar policy in place. My wife works for the ALD. She also has two young children at home. This policy helps keep our kids safe in the same way that it does the other kids that visit the library. The implications of not adopting this policy and the message it would send to families in our community would potentially cause lasting damage and a loss of trust from those that ALD serves.

Ben Hamlington

- *Submitted via online public comment form by Ben Hamlington and read into the record by Diego Gamboa, ALD Administrative Assistant.*

- To the Altadena Board of Directors,
For the entire year of 2020 employees worked safely and successfully within all the guidelines of masking and social distancing. So, there's no reason that an unvaccinated person following the same guidelines would have any negative impact on their job duties. Additionally, the current data and studies show that unvaccinated people who have already had COVID already have antibodies and strong immune responses. So, there would be no need for a person who had COVID to get a vaccine if they don't want to, as their body already has



antibodies to the virus.

Finally, the COVID vaccine is meant to help decrease the severity of COVID symptoms. BUT, a vaccinated person can BOTH get and spread COVID to another person. So, to require all employees to be vaccinated does NOT prevent anyone from contracting COVID themselves or spreading it to others. Please review this professional testimony by Dr. Christina Parks and other physicians (Dr Christina Parks testimony4 - YouTube) regarding the vaccines and transmission. So it's unreasonable to put unnecessary employee mandates to be vaccinated in place, as it will not stop COVID infections from occurring. Please do NOT start mandatory COVID vaccine requirements for employees. If you do, I will tell all my family and friends NOT to support the Altadena Library in any way moving forward.

Sincerely,

Adam Roberts

- *Submitted via online public comment form by Adam Roberts and read into the record by Diego Gamboa, ALD Administrative Assistant.*

- Good evening.

I'm here to talk about COVID-19 Vaccination Policy.

I do not believe it is right for this organization to mandate workers to take a vaccine and issue weekly tests and even be put on unpaid administrative leave if one refuses to be tested. I believe covid 19 vaccinations are an individual choice. Therefore this policy is unlawful and unconstitutional to enforce.

I have questions for you to consider....

If one were mandated to receive a Covid-19 vaccination, will the employee health insurance plan provide complete coverage should one experience an adverse reaction, or complications?

As an employee, will ALD be providing Workers' Compensation, disability insurance, or other resources if one were to have complications due to Covid-19 vaccination?

In my research, some life insurance policies do not provide any coverage in the event that one dies from receiving a Covid-19 vaccination. Does our policy provide that?

It would be detrimental if Employees and or their families file a civil suit against ALD should an employee suffer an adverse reaction, death, or termination from their place of employment.

Now I ask you how far are you willing to go?

First, you start with the staff, then what? Are you going to require that volunteers, performers, vendors, or any outside company we hire Be vaccinated?

And what about patrons? We have hundreds of people coming into this building daily. Are you going to require staff to take a record of every patron vaccination status?

Who is now going to keep all of this personal information?

Can you please explain your obligation to me, under HIPAA law, and how you are going to protect personal health information for staff, volunteers, vendors and patrons - both with respect to your requirement that one receive this vaccination to work or come to the ALD?

Not only are you opening up yourself to liability, you are also going against what our current EDI team is teaching us.

This is from the EDI's guiding document made on June 11th 2020 and I quote

The purpose of the EDI Team at the Altadena Libraries is to continually evaluate the Altadena Library District's operations through the lens of the District's values "Equity, Empathy, and Innovation" and guide efforts to dismantle explicit and implicit discrimination that may exist in the District's policies, programming, operations, and service model.

In addition, part of the EDI's vision is that the district is:

- Representative of all and explicitly anti-discriminatory
- A safe space for people experiencing oppression
- A leader in our community in facilitating conversations about equity

Are you now saying that the ALD is not going to let patrons, vendors, performers, and or even hire potential future staff members due to their vaccination status? That is discrimination and segregation.

Our Mission at the Altadena Library is "The Altadena Library District brings people and ideas together."

You are no longer living up to that mission if you are going to put this policy in place. You are now going to start to segregate and discriminate all those who are unvaccinated.

So I leave you with this question..... who are you going to exclude from the Altadena Library- to begin with, its employees? If employees, then you have to place that same policy to the community at large. Are you going to discriminate and segregate all unvaccinated and keep them from using Altadena Public



Library?

Thank you!

Mikayla Arevalo

- *Submitted via online public comment form and email and presented in real-time to the Board by Mikayla Arevalo.*

- Good evening and thank you for taking the time hear our comments during this meeting and your consideration of our input to the matter at hand. I come to you as not only a patron of Altadena Public Library since my teenage days in middle school, where an abundance of available literature provided the means to gain knowledge and excel in education, but also in self study of various trade skills, namely automotive mechanics, construction, plumbing, electrical and others which have provided valuable skills to help family, friends and the community. I was hired as a handyman for various repairs and upgrades during the renovation of the library in the year 2017 which included the planter platforms, furniture, and custom wood paneling in the conference room. While these experiences have materially impacted my life, what makes this even more personal are some very dear, long time friends who are on staff and allowed me the to be hired for these contracts.

This brings us to the COVID-19 vaccination policy under current review. The agenda notes state:

"To ensure that the ALD fulfills its primary function of protecting the health and safety of the Altadena community while also meeting its obligation to provide a safe and healthy workplace for employees all ALD employees must be fully vaccinated for COVID-19 as a condition of employment no later than Monday, September 27, 2021."

A majority of Covid-19 vaccines are not approved by the FDA, but rather approved under an Emergency Use Authorization (EUA), for investigational use only. These lack requisite studies and are not approved medical treatment. The FDA is required to "ensure that recipients are informed to the extent practicable given the applicable circumstances ... That they have the option to accept or refuse the EUA product ..." (<https://www.fda.gov/media/97321/download>). The exception is the Pfizer 2 dose vaccine which received FDA approval at the end of August for those aged 16 and older. However, please note it still maintains emergency use authorization for children aged 12 to 15. A logical question arises as to why the FDA left this age category under EUA. Has enough testing been performed to allow staff members to make an informed decision on whether to vaccinate or not, and if yes, perform do diligence on which vaccine to administer given the scientific research and results? Any compulsory EUA vaccination requirement is a violation of federal law. With the board's vaccination requirement, you are legally limiting employees to the Pfizer product. As citizens of this great nation, should we not be able to choose which

medical treatment we receive?

Under the 2005 PREP Act enacted by Congress, pharmaceutical companies that manufacture EUA vaccines are shielded from liability related to injuries and damages caused by their experimental agents. However, any employer, entity or person who mandates experimental vaccines on any human being is not protected from liability for any resulting harm. Is ALD willing to take responsibility to address medical conditions that may potentially result from employees who select one of the EUA's? I urge you to consider the fiscal impact this may cause in the future in medical liability. I will close with this. If an employee is healthy, tested, and poses no risk in spreading COVID-19, why force them to receive an injection which will introduce COVID-19 into their system and potentially be spread to others? Again I thank you for your time and pray for wisdom in the decision that is to be made.

- *Submitted via online public comment form by Raffi Euredjian and read into the record by Diego Gamboa, ALD Administrative Assistant.*

- Hello,

I've been a patron of the Altadena Library my whole life and I've gotten the honor to be a vendor/caterer for some of the ALD events. I love the library and the staff there throughout the years have been so kind, friendly, and helpful to me.

But I am here to state that I am against this policy of o mandate the vaccine to the employees on staff. And your thoughts and hoped of mandating it to the public as well. In my opinion, it is everyone's right to choose what they believe in and what they choose to do. That is why we live in America. We may not agree with each other's beliefs- be it political, religious, or health. But as fellow humans and Americans we are to respect and hear out why others believe different. We are not to force or put people into a corner just because we want them to believe or follow what we believe in. It is their legal right to choose. So you mandating and telling your employees and possibly patrons as well that they can not work or come to the library because they do not believe in your beliefs goes against certain amendments in our constitution. It's unlawful and does not have true American values. For some people, they can't take it for religious or serious health reasons - especially since this is not FDA approved and an experimental vaccine. Will you be ready to be liable should anything happen to your employees since you are telling them take this or lose your job? I understand these times are scary and difficult, but taking the vaccine is not a cure nor does it keep you from getting covid-19 again. I urge you to really do your research and checks the statistics of this vaccine not just what media or others are telling you. Really do your homework and think of what is legally right and moral. Not what you feel pressured to do or what makes you more comfortable cuz or your beliefs and agenda without having done your research properly or consideration of others. Thank you.

- *Submitted via online public comment form by Briana and read into the*



record by Diego Gamboa, ALD Administrative Assistant.

- Thank you to the Trustees and Nikki Winslow for their diligence in keeping staff safe throughout the pandemic and into the future. I did want to make a public statement in regards to our apparent pending policy.

I think it should be acknowledged that vaccinated staff are accepting/bearing additional infection/exposure risk on behalf of those staff members who choose to be unvaccinated.

The risk may be small, but it is real and can have severe consequences for our health and the health of our families. Not acknowledging this will most likely create some resentments: let's just get it out in the open and move on. I do not mean to suggest this should be in the policy itself, just a verbal acknowledgment at a board meeting would suffice.

- *Submitted via online public comment form and presented in real-time to the Board by Mark Parsons.*

- I am the oldest employee at the library. If anyone should be concerned, during this time, it should be me. With that being said, I have taken extra steps with my health so I will minimize my chances of getting sick. Not just from covid but from the flu, cold etc. I have lost weight, I exercise, I eat healthy, and I am taking several vitamins to boost my immune system. By taking these steps, it is not only helping me from getting sick but everyone I come into contact with. If and when I get sick I will stay home. I haven't taken a sick day in 7 plus years so I have plenty sick hours.

If I answer affirmatively to any of the questions on "The Daily Health Declaration Form" that I complete every weekday, then I could see why I should get tested. But to have to get tested every week I think it is a waste of time, money, and my sanity.

2020 California Code

Health and Safety Code - HSC

DIVISION 20 - MISCELLANEOUS HEALTH AND SAFETY PROVISIONS

CHAPTER 1.3 - Human Experimentation

Section 24171.

Testing

Q: What are the testing requirements of the revised ETS?

A: Employers must offer testing at no cost to employees during paid time to:

- Symptomatic unvaccinated employees, regardless of whether there is a known exposure. This is a new requirement.
- Unvaccinated employees after an exposure.
- Vaccinated employees after an exposure if they develop symptoms.
- Unvaccinated employees in an outbreak.

- All employees in a major outbreak.

Thank you for your time,

Michelle Hoskins

- *Submitted via online public comment form by Michelle Hoskins and read into the record by Diego Gamboa, ALD Administrative Assistant.*

- Members of the Board and to the Altadena Library Districts Director,
I am writing you to oppose the proposed policy Covid-19 Vaccination for all ALD staff. I believe the policy is infringing on the rights of employees to exercise their freedom of choice. Enforcing such vaccinations do not guarantee protection from and for the spread of the virus. Nor does the vaccination guarantee protection of any side effects be it mild or severe or even death. There are studies that support that these vaccinations have been counterproductive since injecting the virus in some people have caused ill effects on the vaccinated and also spreading it to others.

In my opinion, the policy is unethical, unjust, and unconstitutional to enforce such vaccinations. Each person should make that choice since it is their own body. Both fully vaccinated and non vaccinated individuals have been noted to contract the Covid -19 Virus. Therefore, to enforce weekly testings to only the non vaccinated is promoting segregation and, moreover, to issue administrative and unpaid leave to those who oppose such testing is discriminatory.

Please consider your decision highly as you might lose some dedicated, hard-working, and vital employees of the district. And perhaps face legal issues in the future.

Thank you for your time.

Sincerely,

Paulina Arevalo

Volunteer of ALD

Patron

- *Submitted via online public comment form by Paulina Arevalo and read into the record by Diego Gamboa, ALD Administrative Assistant.*

- The vaccination policy currently under review by the Board of Trustees at ALD is an entirely reasonable response to current public health concerns and the realities of working in public service. As the two librarians representing Youth and Family Services (YFS), we would like to express our support of this policy as a response to the conditions of working with youth and children, a population that is uniquely at risk for contracting Covid-19.

There is currently no available Covid-19 vaccine for children under the age of



12. While this mandate is offering library staff the choice to get vaccinated or tested, children that enter our buildings do not have this choice. Therefore, the proposed vaccination policy would provide added protection for children and their families in our buildings and would decrease the chances of transmission or serious infection among staff and their own families.

We feel that part of our job requirement to provide public services to teens and children involves a requirement to keep them safe and healthy by keeping ourselves safe and healthy. If approved, this policy would demonstrate to the community of Altadena that this library is committed to the safety of their children by providing a library experience that minimizes health risks. If we agree that ensuring safe and healthy library service is a priority, then it is completely reasonable to have policies which work to deliver that service.

We would also like to address rebuttals to this policy which invoke ideals of bodily integrity and interference with personal liberty and freedom. We strongly disagree. As stated by Lawrence O. Gostin (2021) in Scientific American:

Discrimination is wrong when it is based on irrational reasons or animus, such as discrimination based on race, gender or disability. But vaccine mandates are simply a tool, and they apply equally to everyone. They don't impute blame or seek to shame the unvaccinated. They are intended only to keep the entire population safe.

This policy allows for many choices. This policy allows for all employees to maintain their personal practices around health and safety, but with small provisions to ensure public safety like verifying vaccination or regular testing on company time with no cost to the employee. Currently all public-school staff in California are required to show proof of full vaccination or be tested at least once per week (LA County Department of Health, 2021). Additionally, most K-12 schools are requiring students provide weekly negative tests to attend school in person, the same vaccine alternative that is being asked of library staff. The proposed vaccination policy for ALD is hardly different from other public sector policies or even a Code of Conduct. When you enter a workplace, you make many concessions: to dress a certain way, to act and treat others a certain way. The proposed policy asks that employees come to work in a certain way: with one of two forms of proof that they are not vectors of a viral disease especially contagious for children who do not have the choice to be vaccinated. We are making the personal choice to support protecting the most vulnerable in our community.

Signed,
Isabelle Briggs, Teen Services Librarian
Yvette Casillas, Youth & Family Services Librarian

Works Cited

Gostin, Lawrence O. "Vaccine Mandates Are Lawful, Effective and Based on Rock-Solid Science."

Scientific American, Scientific American, 5 Aug. 2021,

www.scientificamerican.com/article/vaccine-mandates-are-lawful-effective-and-based-on-rocksolid-science/.

LA County Department of Public Health. "Reopening Protocols for K-12 Schools: Appendix T1." La

County Department of Public Health, 12 Aug. 21AD,

publichealth.lacounty.gov/media/Coronavirus/docs/protocols/reopening_K12schools.pdf.

- *Submitted via online public comment form by Isabelle Briggs and Yvette Casillas and read into the record by Diego Gamboa, ALD Administrative Assistant.*

After public comment, the Board proceeded to discuss the comments and the agenda item. The Board discussion led to proposed amendments to the draft policy to provide clarity the intent of the policy on Section 2, remove the masking language and include reference to the District's COVID Prevention Plan in Section 4, and including language to allow all interested staff to get tested at no cost.

Moved by Trustee Andruess to approve the COVID-19 Vaccination Policy with the outline amendments. Seconded by Trustee Cervantes. Trustee Katie Clark opened floor for discussion. Trustee Capell mentioned that they did not feel comfortable with any indication to testing be on work time. Further discussion ensued. The motion was amended to strike the second sentence from Section 4 anything with costs and be replaced COVID-19 testing will follow the procedure developed by ALD.

Roll Call Vote:

Trustee Andruess: Aye

Trustee Capell: Aye

Trustee Cervantes: Aye

Trustee Wilkerson: Nay

Trustee Clark: Aye

Motion passed.

V. Adjournment

Trustee Clark adjourned the meeting at 7:25 pm.