

Eigil Qwist  
1546 San Anselmo Ave  
San Anselmo, California [94960]/TDC

In Sui Juris

**FILED**  
Superior Court of California  
County of San Francisco

OCT 06 2021

CLERK OF THE COURT

BY: [Signature]  
Deputy Clerk  
**BOWMAN LIU**

**SUPERIOR COURT OF THE STATE OF CALIFORNIA  
COUNTY OF SAN FRANCISCO**

Ex Parte Eigil Qwist

Complainant,  
and those similarly situated hereto

Case No:

**CGC -21-595192**

**EMERGENCY COMPLAINT**

**MEMORANDUM OF POINTS AND  
AUTHORITIES - ATTACHED**

**Eigil Qwist's SWORN DECLARATION  
IN THE FORM OF AN AFFIDAVIT  
- ATTACHED**

**EMERGENCY INJUNCTIVE RELIEF  
OR ANY OTHER REMEDY AVAILABLE  
- [PROPOSED] ORDER ATTACHED**

**EX PARTE Eigil Qwist v. CAROL ISEN (IN HER PERSONAL/PRIVATE CAPACITY)  
DIRECTOR OF HUMAN RESOURCES for CITY AND COUNTY OF SAN FRANCISCO  
JOHN AND JANE DOE 1 – 5000 (IN HIS/HER PERSONAL/PRIVATE CAPACITY)**

**INTRODUCTION**

COMES NOW, THE COMPLAINANT, Eigil Qwist, hereinafter called "complainant," in Pro Per ("in one's own proper person"), in Sui Juris ("of his own right"), NOT a pro se party in regard to this Emergency Complaint. The complainant, and those similarly situated hereto, seeks remedies at Common Law and **NOT** within the statutory or policy jurisdiction. This Honorable Court is to rule pursuant to California Civil Code Section 22.2 which states "*The common law... is the rule of decision in all the courts of this State.*"

1 Complainant, and those similarly situated hereto, is the sole party in this Ex Parte at Common Law,  
2 whereas, according to **Black's Law Dictionary**, Fourth Edition: *Ex parte means that an*  
3 *application is made by one party to a proceeding in the absence of the other. Thus, an ex parte*  
4 *injunction is one granted without the opposite party having had notice of the application. It*  
5 *would not be called "ex parte" if he had proper notice of it, and chose not to appear to oppose*  
6 *it. See Janin v. Logan, 209 Ky. 811, 273 S.W. 531, 532; Van Alen v. Superior Court in and for*  
7 *Los Angeles County, 37 Cal.App. 696, 174 P. 672; Stella v. Mosele, 299 53, 19 N.E.2d 433, 435.*

8  
9 Complainant is appearing before this Honorable Court with enumerated violations/crimes  
10 committed by CAROL ISEN, DIRECTOR OF HUMAN RESOURCES for the CITY AND  
11 COUNTY OF SAN FRANCISCO, hereafter known as "ISEN," and any and all JOHN AND JANE  
12 DOEs following the directives for the CITY AND COUNTY OF SAN FRANCISCO, hereafter  
13 known as "CITY AGENTS," which are currently being perpetrated against complainant, and those  
14 similarly situated hereto, regarding serious deprivation of Rights, and hereby **seeks immediate**  
15 **EMERGENCY INJUNCTIVE RELIEF** as such acts, being unjust, inequitable and injurious to  
16 complainant, and to those similarly situated to this Emergency Complaint, cannot be adequately  
17 redressed by an action at Law.

18  
19 These violations/crimes and resulting harms/injuries, arose from "COVID-19" "policy"  
20 requirements which ISEN attempted to enforce on employees without the **Lawful authority** to do  
21 so. In regard to any and all "COVID-19" "policies," "directives," "orders," or "mandates" (such  
22 as "guidelines" for "physical distancing," masking, testing, tracking, "status forms," or  
23 "vaccinations," etc.), there is no actual **Law** that has been passed by the State or Federal  
24 Legislature that requires employees to comply, or compels employees to consent to the violation  
25 of their natural, unalienable, Constitutionally protected and secured Rights. In fact, no "law" may  
26 infringe upon or violate individual Rights, whereas "*The Constitution is the supreme law of the*  
27 *land. Any law that is repugnant to the Constitution is null and void... The Constitution supersedes*  
28 *all other laws and individual rights shall be liberally enforced in favor of him, the clearly intended*

1 *and expressly designated beneficiary.” Marbury v. Madison, 5 U.S. 137 (1803), and “Where*  
2 *rights secured by the Constitution are involved, there can be no rule making or legislation which*  
3 *would abrogate them.” Miranda v. Arizona, 384 U.S. 436, 491 (1966). Further, “Every man is*  
4 *independent of all laws, except those prescribed by nature. He is not bound by any institutions*  
5 *formed by his fellow-men, without his consent.” Cruden v. Neale, 2 NC 338, 339 (1796).*

6  
7 The “directives,” “orders,” “mandates,” or “guidelines” of a governor, mayor, or agent or officer  
8 for a city/county/state/health department, etc. are not Law, and public “policy” cannot infringe  
9 upon or violate the Rights or liberty of the People. Whereas “*No public policy of a state can be*  
10 *allowed to override the positive guarantees of the U.S. Constitution [for the united States of*  
11 *America].” 16 Am Jur 2d, Const. Law, Sect 70. Further, “*The term [liberty]...denotes not merely*  
12 *freedom from bodily restraint, but also the right of the individual to contract, to engage in any of*  
13 *the common occupations of life, to acquire useful knowledge, to marry, to establish a home and*  
14 *bring up children, to worship God according to the dictates of his own conscience... The*  
15 *established doctrine is that this liberty may not be interfered with, under the guise of protecting*  
16 *public interest.” Meyer v. Nebraska, 262 US 390, 399, 400 (1923) and “*Encroachments on the*  
17 *liberty of the citizen cannot be tolerated even though the general result sought is a beneficent one.”*  
18 Ex Parte Arata, (App. 2 Dist. 1921) 52 Cal.Appl 380, 198 p. 814.**

19  
20 SEE ALSO MEMORANDUM OF POINTS AND AUTHORITIES ATTACHED.

## 21 22 **BACKGROUND AND SCOPE OF VIOLATIONS/CRIMES**

23 This Emergency Complaint enumerates the violations/crimes and resulting harms/injuries which  
24 ISEN and CITY AGENTS are perpetrating against all current employees of the CITY AND  
25 COUNTY OF SAN FRANCISCO, STATE OF CALIFORNIA including complainant, and those  
26 similarly situated hereto, **using threat, duress, and/or coercion** in order to force said employees  
27 into giving up/relinquishing certain unalienable Rights which according to the California  
28

1 Constitution and the Constitution for the united States of America and the Bill of Rights is  
2 prohibited by Law.

3  
4 **Black's Law Dictionary**, Fourth Edition, defines DURESS: "*Unlawful constraint exercised*  
5 *upon a man whereby he is forced to do some act that he otherwise would not have done... where*  
6 *the person is deprived of his liberty in order to force him to compliance... threats of bodily or*  
7 *other harm, or other means amounting to or tending to coerce the will of another, and actually*  
8 *inducing him to do an act contrary to his free will.*" See Heider v. Unicume, 142 Or. 410, 20  
9 P.2d 384, 385; Shlensky v. Shlensky, 369 Ill. 179, 15 N.E.2d 694, 698. And, defines COERCION:  
10 "*Compulsion; constraint; compelling by force... where one party is constrained by subjugation*  
11 *to other to do what his free will would refuse.*" See Metro-Goldwyn-Mayer Distributing  
12 Corporation v. Cocke, Tex.Civ.App., 56 S.W.2d 489; Fluharty v. Fluharty, Del. Super., 8  
13 W.W.Harr. 487, 193 A. 838, 840; Santer v. Santer, 115 Pa.Super. 7, 174 A. 651, 652.

14  
15 ISEN originally notified all employees of the CITY AND COUNTY OF SAN FRANCISCO,  
16 STATE OF CALIFORNIA on or about June 23, 2021 and mandated all employees to submit  
17 "COVID-19 Vaccine Status" by the date of July 29, 2021, which was extended to August 12, 2021  
18 (new policy was to be initiated on August 16, 2021), and also adhere to "vaccination" requirements  
19 (no later than 10 weeks after FDA approval of COVID-19 "vaccines" for some employees and  
20 without FDA approval for other employees), or be subjected to disciplinary action including being  
21 put on unpaid leave or termination of employment beginning on September 29, 2021, which was  
22 extended to beginning on or about October 13, 2021. The "vaccination" requirements deadline for  
23 complainant, and those similarly situated hereto, was subsequently extended to September 8, 2021  
24 for the first dose of the "vaccine" and September 30, 2021 for the second dose of the "vaccine,"  
25 and was extended again to October 18, 2021 as the last opportunity (to get the "Johnson and  
26 Johnson version" and then not be allowed to return to work until November 1, 2021, even if so  
27 called "vaccinated"). (See Exhibit 8, incorporated by this reference as if fully restated herein).

1 In response to these unlawful mandates, complainant, and those similarly situated hereto, served  
2 upon ISEN and CITY AGENTS (Notice to Principal is Notice to Agent, Notice to Agent is Notice  
3 to Principal) a CONDITIONAL ACCEPTANCE dated July 16, 2021 and COURTESY NOTICE  
4 dated July 26, 2021. ISEN and CITY AGENTS were provided proper notice and reasonable  
5 opportunity to respond. (See Exhibits 1 and 2, incorporated by this reference as if fully restated  
6 herein).

7  
8 Public servants in positions of trust have a duty to timely respond. However, ISEN and CITY  
9 AGENTS have chosen to remain silent on the CONDITIONAL ACCEPTANCE and COURTESY  
10 NOTICE and have suffered a default as a consequence, as they had a legal and moral obligation  
11 to speak, to wit: *"Silence can only be equated with fraud when there is a legal and moral duty  
12 to speak or when an injury left unanswered would be intentionally misleading."* U.S. v.  
13 Prudden, 424 F.2d 1021 (1970); U.S. v. Tweel, 550 F.2d 297, 299 (1977), and further, *"A default  
14 is an omission of that which ought to be done, and more specifically, the omission or failure to  
15 perform a legal duty. The term also embraces the idea of dishonesty; or an act or omission  
16 discreditable to one's profession."* **Black's Law Dictionary**, Fourth Edition. As a result of their  
17 silence, ISEN and CITY AGENTS initiated the "Doctrine of Estoppel by Acquiescence" which is  
18 now in full force and effect upon them, to wit: *"One's 'silence' may invoke doctrine of Estoppel  
19 by acquiescence."* Carmine v. Bowen, 64 A. 932 (1906). (See NOTICE OF DEFAULT and  
20 NOTICE OF ESTOPPEL dated July 29, 2021, Exhibit 3 and 4, incorporated by this reference as  
21 if fully restated herein).

22  
23 Complainant, and those similarly situated hereto, provided ISEN and CITY AGENTS the due  
24 process right of notice and opportunity to be heard and to correct violations of Law and restrict  
25 their actions to the limits placed upon them by the State and Federal Constitution. Due process  
26 requirements have been fully satisfied in this matter, whereas, **Black's Law Dictionary**, Fourth  
27 Edition defines DUE PROCESS OF LAW: *"Law of the land," "due course of law," and "due  
28 process of law" are synonymous... The essential elements of "due process of law" are notice and*

1 *opportunity to be heard and to defend...*” See Dimke v. Finke, 209 Minn. 29, 295 N.W. 75, 79;  
2 Di Maio v. Reid, 13 N.J.L. 17, 37 A.2d 829, 830; People v. Skinner, Cal., 110 P.2d 41, 45; State  
3 v. Rossi, 71 R.I. 284, 43 A.2d 323, 326; Stoner v. Higginson, 316 Pa. 481, 175 A. 527, 531.

4  
5 The complainant made a choice to risk his life and fortune for the public, yet ISEN and CITY  
6 AGENTS chose to stand mute and would not timely, properly or honorably respond to the  
7 CONDITIONAL ACCEPTANCE (see Exhibits 1 through 4, incorporated by this reference as if  
8 fully restated herein). **Lack of timely response resulted in tacit agreement with complainant,**  
9 **and those similarly situated hereto, including that ISEN and CITY AGENTS do not have**  
10 **any proof of claim regarding their offer or any Lawful authority in this matter** concerning  
11 “COVID-19” “policies,” “directives,” “orders” and “mandates.” Whereas, “**tacit**” is defined by  
12 **Ballentine’s Law Dictionary**, Third Edition: “*Silent; not expressed; implied;*” and by **Bouvier’s**  
13 **Law Dictionary**, 14 Edition, Vol II: “*That which although not expressed, is understood from the*  
14 *nature of the thing or from the provision of the law; implied;*” and by **Black’s Law Dictionary**,  
15 Fourth Edition: “*Existing, inferred, or understood without being openly expressed or stated,*  
16 *implied by silence or silent acquiescence, understood, implied as tacit agreement, a tacit*  
17 *understanding.*” See State v. Chadwick, 150 Or. 645, 47 P.2d 232, 234 (1935).

18  
19 Although ISEN and CITY AGENTS were noticed by complainant, and those similarly situated  
20 hereto, of their Default and Estoppel, served upon them on July 29, 2021, they have ignored such  
21 and continue to generate new “directives,” “orders,” “mandates,” and enforcement deadlines  
22 concerning the requirement of all employees of the CITY AND COUNTY OF SAN FRANCISCO,  
23 STATE OF CALIFORNIA for submitting “COVID-19 Vaccination Status” and adhering to  
24 “vaccination” requirements, or be subjected to disciplinary action including being put on unpaid  
25 leave or termination of employment. (See Exhibit 8, incorporated by this reference as if fully stated  
26 herein). As a result of their continued unlawful activity and actions against complainant, and those  
27 similarly situated hereto, ISEN and CITY AGENTS violated the Estoppel on or about August 3,  
28 2021 as well as complainant’s repeated demands to cease and desist, thereby accepting and

1 activating the terms and obligations of complainant's fee schedule for damages on September 24,  
2 2021 (\$10,000 US Dollars per day per man or woman involved, plus any interest and penalties,  
3 until the matter is settled in full), for which ISEN and CITY AGENTS are **personally liable** and  
4 complainant now has a Lawful claim before this Honorable Court. (See Exhibits 4 through 7,  
5 incorporated by this reference as if fully restated herein).

6  
7 Consequently, with another deadline for forced compliance with unlawful "vaccination"  
8 requirements quickly approaching on October 13, 2021 complainant faces disciplinary action  
9 including being put on unpaid leave or termination of employment which **constitutes a clear,**  
10 **present, and impending danger to the Rights and liberties of all CITY AND COUNTY OF**  
11 **SAN FRANCISCO employees who have not volunteered.** Because ISEN and CITY AGENTS  
12 have continued to violate the Law and the Rights of their employees by implementing enforcement  
13 of their draconian "directives," "orders," "mandates," and "policies" without Lawful authority or  
14 the opportunity for the employees to be heard or for the matter to be debated, serious deprivation  
15 of all employees' Rights has taken place. Despite the previous filing of an Emergency Complaint  
16 for Injunctive Relief on August 25, 2021, ISEN and CITY AGENTS have not stopped their threats,  
17 duress and coercion, and may not stop acting against complainant, and those similarly situated  
18 hereto, until this case has been heard and determined by this Honorable Court. As a result of the  
19 first Emergency Complaint being dismissed on a procedural issue, the clear and present danger  
20 still exists until this Court decides if the People should have their natural, unalienable,  
21 Constitutionally protected and secured Rights violated. Is this Emergency Complaint sufficient for  
22 the complainant, and those similarly situated hereto, to retain the Right to his "life," "liberty" and  
23 "property?"

24  
25 Further, should ISEN and CITY AGENTS be allowed to change or violate the terms and  
26 agreements of their contract between employees, employees' Unions, and the CITY AND  
27 COUNTY OF SAN FRANCISCO by not honoring the provisions of said contract which requires  
28 a "meet and confer" (special meeting) be held between employees' Union officials and the CITY

1 AND COUNTY OF SAN FRANCISCO to discuss and agree upon any new “directives,” “orders,”  
2 “mandates,” “policies” or rules prior to implementation and enforcement, **that would constitute**  
3 **additional deprivation of Rights of the complainant and other employees.** In this case, ISEN  
4 and CITY AGENTS made the “COVID-19 vaccination policy” a “new” condition of employment  
5 before the meet and confer with San Francisco Firefighter’s Local 798 (Union) was concluded.  
6 (See Exhibit 8, incorporated by this reference as if fully restated herein).

7  
8 Under the Common Law, both parties must enter into every contract (or agreement) knowingly,  
9 voluntarily, and intentionally or the unrevealed contract is unenforceable and void. ISEN and  
10 CITY AGENTS cannot force complainant, and those similarly situated hereto, by use of threat,  
11 duress, and or coercion to enter into an unlawful, unconscionable or unrevealed contract against  
12 his will that violates his natural, unalienable, Constitutionally protected and secured Rights. ISEN  
13 and CITY AGENTS are clearly attempting to get him do just that: enter into unlawful,  
14 unconscionable and unrevealed contract(s) by forcing submission of “COVID-19 Vaccination  
15 Status” and compliance with “vaccination” requirements under threat, duress, and or coercion.  
16 **Such are the commission of crimes.**

17  
18 To be clear, complainant, and those similarly situated hereto, reserves and retains all of his Rights  
19 and has waived none of his Rights and does not consent to any “directives,” “orders,” “mandates”  
20 or “policies” that violate any of his natural, unalienable, Constitutionally protected or secured  
21 Rights (Article 4:2:1) or any other Rights, Privileges, or Immunities that he may have, whereas  
22 *“Waivers of Constitutional Rights not only must be voluntary, but must be knowingly intelligent*  
23 *acts done with sufficient awareness of the relevant circumstances and likely consequences.”*  
24 **Brady v. United States, 397 US 742 (1970).**

25  
26 Just because complainant, and those similarly situated hereto, enters into a work contract which  
27 includes rules and requirements for employment, does not authorize or give ISEN and CITY  
28 AGENTS the Lawful authority to impose certain requirements which violate his individual

1 naturally reserved Rights. In other words, after being hired, **People still reserve and retain**  
2 **certain unalienable Rights, including those in off-duty capacity that cannot be relinquished**  
3 **or taken away without due process of Law.** Clearly, ISEN and CITY AGENTS are refusing to  
4 recognize and honor complainant's unalienable Rights that he is entitled to and are systematically  
5 denying and destroying his ability to remain secure in his Rights, even in off-duty capacities. **This**  
6 **is tantamount to the seizure and control of complainant's body which constitutes an**  
7 **immediate threat and deprivation to the Rights and liberties of complainant, and those**  
8 **similarly situated hereto.**

#### 10 ENUMERATION OF VIOLATIONS/CRIMES

11 "COVID-19" "directives," "orders," "mandates," and "policies" (such as "guidelines" for  
12 "physical distancing," masking, testing, tracking, "status forms," or "vaccinations," etc.) for  
13 employees of the CITY AND COUNTY OF SAN FRANCISCO violate at minimum Article 1,  
14 Sections 1, 2, 3, 4, 8, 9, 10, 11 and 19 of the California State Constitution (1849) as well as the  
15 FIRST, FOURTH and FIFTH AMENDMENTS to the Constitution for the united States of  
16 America (Bill of Rights).

17  
18 **Complainant, and those similarly situated hereto, have suffered serious deprivation of Rights**  
19 **and Liberties, and are sustaining on-going irreparable harms and also face imminent injury**  
20 **if this Court does not intervene and provide EMERGENCY INJUNCTIVE RELIEF and**  
21 **Lawful Remedy.** The violations/crimes and resulting harms/injuries perpetrated by ISEN and  
22 CITY AGENTS against the complainant, and all employees of the CITY AND COUNTY OF SAN  
23 FRANCISCO similarly situated to this Emergency Complaint, which are enumerated in the  
24 employee's sworn Declarations, include but are not limited to the following:

25  
26 **VIOLATION #1: ISEN and CITY AGENTS have caused and continue to cause harm, injury,**  
27 **and trespass upon complainant's, and those similarly situated hereto, unalienable**  
28

1 **Constitutionally protected and secured Rights on an ongoing basis using threat, duress, and**  
2 **coercion, thereby elevating the nature and seriousness of their violations against complainant.**

3 **CLARIFICATION:** By ISEN and CITY AGENTS declaring their intentions to injure and deprive  
4 complainant, and those similarly situated hereto, of his liberty in order to force him to compliance  
5 by compelling or coercing him to do some act contrary to his free will, and in violation of his  
6 unalienable Rights, constitutes a serious trespass upon complainant and his unalienable Rights.  
7 Their declarations show forethought and malice indicating a conscious violation of the Law fatally  
8 bent on mischief, admitting their intentions to work injury to the person, property, and Rights of  
9 complainant, to inflict punishment, loss, and pain upon him by seizing and detaining certain  
10 unalienable Rights (which includes, but not limited to complainant's freedom of religion; physical  
11 body; free will; mind; and soul), and then requiring some act as a condition for the surrender of  
12 complainant's Rights, which is tantamount to the crime of extortion.

13  
14 Concerning ISEN and CITY AGENTS requirement for complainant, and those similarly situated  
15 hereto, to submit "COVID-19 Vaccination Status" divulging his personal and private medical  
16 information, as well as fulfilling their requirement for complainant to take a "vaccination" by  
17 October 13, 2021, this has caused a menace or threat of such a nature and extent as to unsettle the  
18 mind of complainant, in order to take away complainant's free and voluntary action which alone  
19 constitutes complainant's consent. ISEN and CITY AGENTS have made it clear and admitted that  
20 they intend to inflict punishment upon complainant for non-compliance in the form of disciplinary  
21 action including being put on unpaid leave or termination of employment, which constitutes a loss  
22 that would inflict pain upon complainant, which is a threat to work injury to complainant's person,  
23 property, and Rights, with the view of restraining complainant's freedom of action.

24  
25 Further, ISEN and CITY AGENTS are using duress for an unlawful purpose tending to coerce the  
26 will of complainant, and those similarly situated hereto, and actually inducing him to do an act  
27 contrary to his will. Here, ISEN and CITY AGENTS are committing a tortious seizure and  
28 detention of complainant's liberty and unalienable Rights consisting of, but not limited to freedom

1 of religion; physical body; free will; mind; and soul of the complainant who is entitled to these  
2 Rights, and then inducing/forcing complainant to do an act, such as divulging personal and private  
3 medical information and getting the so-called "vaccination," contrary to his FIRST, FOURTH,  
4 and FIFTH AMENDMENT Rights, the Law, his conscience, and better judgment. If complainant,  
5 relinquishes these Rights due to threat, duress, and coercion, he no longer owns, nor remains in  
6 control of his freedom of religious belief; physical body; free will; mind; and soul as he would  
7 now be subject to the style of religion or belief system, will, and control of ISEN and CITY  
8 AGENTS. This clearly constitutes Duress of Imprisonment by unlawfully restraining and  
9 depriving complainant of his liberty in order to force compliance upon him regarding "COVID-19  
10 Vaccination Status" and "vaccination" requirements.

11  
12 It is clear that ISEN and CITY AGENTS, by use of coercion are forcing submission in a vigorous  
13 or forceful manner to constrain complainant, and those similarly situated hereto, by subjugation to  
14 them in order to get complainant to do what his free will would naturally otherwise refuse to do.  
15 **The use of threat, duress, and coercion being perpetrated against complainant, in order to**  
16 **force him to surrender his unalienable Rights and dignity, elevates the nature and**  
17 **seriousness of these wicked and wanton acts on the part of ISEN and CITY AGENTS to the**  
18 **level of gross malfeasance of office** due to the fact that they are under a fiduciary obligation to  
19 complainant through the oath of office which they took to "support and defend" the Constitutions,  
20 of which the Bill of Rights is a part, where they swore and agreed that they would obey the law  
21 and not violate these sacred unalienable Rights of complainant, as enumerated herein. **Again, the**  
22 **threat of punishment, the loss of employment/livelihood, and the pain associated with these,**  
23 **as well as the pain already inflicted by such threats, duress, and coercion causing the**  
24 **unsettling of complainant's mind and body verifies the on-going harm, injury, and trespass**  
25 **committed against complainant.**

26  
27 **VIOLATION #2: ISEN and CITY AGENTS are creating an unsafe and hostile work**  
28 **environment for complainant, and those similarly situated hereto.**

1 **CLARIFICATION:** ISEN AND CITY AGENTS have created an unsafe and hostile work  
2 environment for complainant, and those similarly situated hereto, including ongoing incidents of  
3 harassment, religious discrimination, and disrespect of privacy, harm to reputation, etc. as well as  
4 repeated threats of demotion, loss of pay and termination of employment (“get vaccinated or be  
5 fired”) for noncompliance with unlawful “COVID-19” “directives,” “orders,” “mandates” and  
6 “policies” (such as “guidelines” for “physical distancing,” masking, testing, tracking, “status  
7 forms” or “vaccinations”). There seems to be a deliberate and persistent campaign on the part of  
8 ISEN and CITY AGENTS to use threats, duress, and coercion in an attempt to force complainant,  
9 and those similarly situated hereto, to relinquish certain unalienable, Constitutionally protected  
10 and secured Rights and bend to the will of the Fire Department and City regarding “vaccination”  
11 requirements. This hostile work environment and infringements upon individual liberties is an  
12 actual ongoing harm and employees also face additional imminent injury of pay/job loss for  
13 noncompliance. Complainant fears not being able to provide food and shelter for him and his  
14 family due to loss of income and employment.

15  
16 **VIOLATION #3:** ISEN and CITY AGENTS are violating complainant’s, and those similarly  
17 situated hereto, Right respecting the establishment of religion.

18 *“Congress shall make no law respecting an establishment of religion, or prohibiting the free*  
19 *exercise thereof...” – Constitution for the united States of America, FIRST AMENDMENT*

20 **CLARIFICATION:** It is complainant’s religious belief that he has been made free by his Creator,  
21 thus he is not a servant of the government or of men, to wit, “...be not ye the servants of men.” **I**  
22 **Corinthians 7:23.** To be true to his Creator and religion, complainant must reject being brought  
23 under subjugation of others, to wit: “*Stand fast therefore in the liberty wherewith [Creator] hath*  
24 *made us free, and be not entangled again with the yoke of bondage.*” **Galatians 5:1.** Any attempt  
25 to alter complainant’s, and those similarly situated hereto, relationship with his Creator by  
26 mandating/requiring something contrary to his own established religion, is in reality ISEN and  
27 CITY AGENTS imposing the establishment of their own style of religion or belief system, that of  
28

1 man-made control and domination, contrary to the FIRST AMENDMENT prohibition to do so  
2 upon complainant, which is unlawful.

3  
4 Here ISEN and CITY AGENTS are attempting to seize control over complainant's, and those  
5 similarly situated hereto, free will and freedom of choice of religion and belief system and impose  
6 their own will and belief system upon him, by using threats, duress, and or coercion to force  
7 compliance with unlawful "directives," "orders," "mandates" and "policies," which is an actual  
8 and immediate harm. Complainant objects to being forced by ISEN and CITY AGENTS to  
9 convert his long-standing and proper role as master of his own religion, body, mind, will, and soul  
10 to that of a servant of government and of men, and submit his will to ISEN and CITY AGENTS  
11 rather than follow his own conscience as guided by his Creator, and accept the belief system of  
12 ISEN and CITY AGENTS against his will and better judgment, thereby causing him to turn his  
13 back on his Creator, and forsake his relationship with his Creator whom he relies upon for his life,  
14 protection and sustenance beyond all matters of men, to wit; *"The laws of nature are the laws of*  
15 *God; whose authority can be superseded by no power on earth. A legislature must not obstruct*  
16 *our obedience to him from whose punishments they cannot protect us. All human constitutions*  
17 *which contradict his laws, we are in conscience bound to disobey. Such have been the*  
18 *adjudications of our courts of justice."* **Robin v. Hardaway** Cite as: Jeff. 109, 1772 WL 11  
19 **(Va.Gen.Ct.), page 6, 1772, In the General Court of Virginia.** Complainant's freedom of religion  
20 is at stake here if he is being forced to subscribe to another belief system that conflicts with his  
21 own and participate in ways that are unconscionable and against his religion.

22  
23 **VIOLATION #4: ISEN and CITY AGENTS are violating complainant's, and those similarly**  
24 **situated hereto, Right to freedom of choice and free exercise of religion.**

25 *"Congress shall make no law respecting an establishment of religion, or prohibiting the free*  
26 *exercise thereof..."* – **Constitution for the united States of America, FIRST AMENDMENT**  
27 **and California Constitution (1849), Article 1, Sec. 4**

1 **CLARIFICATION:** ISEN and CITY AGENTS are attempting to prohibit complainant, and those  
2 similarly situated hereto, from the free exercise of his own religion through use of threat, duress,  
3 and/or coercion, to require him to comply with unlawful “COVID-19” “directives,” “orders,”  
4 “mandates” or “policies” which are contrary to his own religious beliefs and an infringement and  
5 violation of his religion, body, mind, will, and soul. *“Religious beliefs need not be acceptable,*  
6 *logical, consistent, or comprehensible to others in order to merit First Amendment protection.”*  
7 **Thomas v. Rev. Bd. Of Ind. Emp. Sec. Div., 450 U.S. 707, 714 (1981).** See also Church of the  
8 **Lukumi Babalu Aye, Inc. v. City of Hialeah, 508 U.S. 520, 531 (1993).**

9  
10 Secondly, it is complainant’s strong religious belief and stance that injecting a foreign potentially  
11 harmful and deadly substance into his body is not what his Creator desires for him, to wit: 16  
12 *“Know ye not that ye are the temple of God, and [that] the Spirit of God dwelleth in you?” I*  
13 **Corinthians 3:16.** It is complainant’s, and those similarly situated hereto, religious Right and  
14 belief to put his trust in his Creator to help him decide for himself what he will and will not put or  
15 allow to be put into his body. Government or corporations do not have the Lawful right to make  
16 medical or product consumption decisions for the People. The mere notion that a public servant  
17 or corporate entity with a financial interest has any claim of “authority” to decide what is right for  
18 others and then force their will on these others by holding their Rights and liberties ransom through  
19 the use of threat, duress, and or coercion is not only reprehensible but flies in the face of the  
20 founding principles upon which this great nation was founded – LIBERTY, FREEDOM, and  
21 FREE WILL and CHOICE! The purpose of the FIRST AMENDMENT of the Bill of Rights is to  
22 protect complainant, and those similarly situated hereto, against any unlawful intrusion into his  
23 life and religion, and it also serves as a PROHIBITION against government intrusion into religious  
24 affairs.

25  
26 **VIOLATION #5: ISEN and CITY AGENTS are violating complainant’s, and those similarly**  
27 **situated hereto, Right to petition the government for a redress of grievances.**

1 *"Congress shall make no law respecting an establishment of religion, or prohibiting the free*  
2 *exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people*  
3 *peaceably to assemble, and to petition the Government for a redress of grievances."*

4 - **Constitution for the united States of America, FIRST AMENDMENT**

5 *"The people shall have the right freely to assemble together, to consult for the common good, to*  
6 *instruct their representatives, and to petition the legislature for redress of grievances."*

7 - **California Constitution (1849), Article 1, Sec. 10**

8 **CLARIFICATION:** Although as public servants ISEN and CITY AGENTS were given proper  
9 notice and reasonable opportunity to respond where they had a legal and moral duty to speak, they  
10 have chosen to remain silent on complainant's, and those similarly situated hereto,  
11 CONDITIONAL ACCEPTANCE (see Exhibit 1, incorporated by this reference as if fully restated  
12 herein); consequently, ISEN and CITY AGENTS now stand in DISHONOR. As this  
13 CONDITIONAL ACCEPTANCE enumerates complainant's concerns and grievances, he feels  
14 that his FIRST AMENDMENT Right to petition the government for redress of grievances is being  
15 violated by ISEN's and CITY AGENTS' silence as well as a fraud being perpetrated upon him, to  
16 wit, *"Silence can only be equated with fraud when there is a legal and moral duty to speak or*  
17 *when an injury left unanswered would be intentionally misleading."* U.S. v. Prudden, 424 F.2d  
18 1021 (1970); U.S. v. Tweel, 550 F.2d 297, 299 (1977). Further, ISEN and CITY AGENTS  
19 continue to issue "directives," "orders" and "mandates" concerning "COVID-19 Vaccination  
20 Status" and "vaccination" requirements under threat, duress, and/or coercion, even after ISEN's  
21 and CITY AGENTS' acquiescence and tacit agreement to complainant's position due to ISEN and  
22 CITY AGENTS' silence and being served with complainant's NOTICE OF DEFAULT (Exhibit  
23 3, incorporated by this reference as if fully restated herein) and NOTICE OF ESTOPPEL (Exhibit  
24 4, incorporated by this reference as if fully restated herein).

25  
26 **VIOLATION #6:** ISEN and CITY AGENTS are violating complainant's, and those similarly  
27 situated hereto, Right to be secure in his persons, houses, papers, and effects against  
28

1 **unreasonable searches and seizures, with regards to “COVID-19 Vaccination Status” and**  
2 **giving up personal and private medical information contrary to Law.**

3 *“The right of the people to be secure in their persons, houses, papers, and effects, against*  
4 *unreasonable searches and seizures, shall not be violated...” - Constitution for the united States*  
5 **of America, FOURTH AMENDMENT and California Constitution (1849), Article 1, Sec. 19**

6 **CLARIFICATION:** ISEN and CITY AGENTS are seizing complainant's, and those similarly  
7 situated hereto, “persons,” “papers,” and “effects” (belongings, property, Rights, information in  
8 one's head, what one knows, etc.) against his will through use of threat, duress, and/or coercion  
9 and then unreasonably and unlawfully searching his “persons,” “papers,” and “effects,” and then  
10 unlawfully seizing his personal and private information, and then using said information against  
11 him. This is a clear violation of complainant's FOURTH AMENDMENT Rights. Further, private,  
12 personal, and medical information, as protected by Law, is not the property of ISEN and CITY  
13 AGENTS, nor does this information have any bearing on complainant's ability to perform duties  
14 as an employee of the CITY AND COUNTY OF SAN FRANCISCO.

15  
16 **VIOLATION #7: ISEN and CITY AGENTS are violating complainant's, and those similarly**  
17 **situated hereto, Right to be secure in his person, houses, papers, and effects against**  
18 **unreasonable searches and seizures, with regards to “vaccination” requirements.**

19 *“The right of the people to be secure in their persons, houses, papers, and effects, against*  
20 *unreasonable searches and seizures, shall not be violated...” – Constitution for the united States*  
21 **of America, FOURTH AMENDMENT and California Constitution (1849), Article 1, Sec. 19**

22 **CLARIFICATION:** Complainant, and those similarly situated hereto, have a Right to be secure  
23 in his “persons,” “papers,” and “effects” (belongings, property, Rights, information in one's head,  
24 what one knows, etc.). ISEN and CITY AGENTS are attempting to seize control of, not only  
25 complainant's physical body, but his will as well. If ISEN and CITY AGENTS can force  
26 complainant to take the so-called “COVID 19” “vaccination” then this is *prima facie* evidence of  
27 the actual seizure and control of his body and will by ISEN and CITY AGENTS, which means he  
28 has lost control and ownership of his own body through ISEN and CITY AGENTS' use of threat,

1 duress, and or coercion against complainant, meaning he no longer would be permitted to make  
2 personal lifestyle choices for himself. This is a clear violation of complainant's FOURTH  
3 AMENDMENT Rights. Clearly, ISEN and CITY AGENTS are refusing to recognize and honor  
4 complainant's, and those similarly situated hereto, unalienable Rights that he is entitled to and is  
5 systematically denying and destroying his ability to remain secure in his Rights, even in off-duty  
6 capacities. **Again, this is tantamount to the seizure and control of complainant's physical body,**  
7 **mind, will, and soul, all of which are his private property.**

8  
9 **VIOLATION #8: ISEN and CITY AGENTS are violating complainant's, and those similarly**  
10 **situated hereto, Right to not be compelled to testify against himself.**

11 *"No person ...shall be compelled... to be a witness against himself, nor be deprived of life, liberty,*  
12 *or property, without due process of law; nor shall private property be taken for public use, without*  
13 *just compensation."* – **Constitution for the united States of America, FIFTH AMENDMENT**

14 **CLARIFICATION:** ISEN and CITY AGENTS are unlawfully demanding/requiring, by use of  
15 threat, duress, and or coercion that complainant, and those similarly situated hereto, submit  
16 "COVID-19 Vaccination Status" revealing personal and private medical information which would  
17 be the same as being compelled to testify against himself, which has direct and immediate  
18 consequences such as breach of privacy, segregation, hostility and/or harassment from supervisors  
19 and co-workers, etc. This is a clear violation of his FIFTH AMENDMENT Right.

20  
21 **VIOLATION #9: ISEN and CITY AGENTS are violating complainant's, and those similarly**  
22 **situated hereto, Right not to be deprived of life, liberty or property, without due process of**  
23 **Law.**

24 *"No person ...shall be compelled... to be a witness against himself, nor be deprived of life, liberty,*  
25 *or property, without due process of law; nor shall private property be taken for public use,*  
26 *without just compensation."* – **Constitution for the united States of America, FIFTH**  
27 **AMENDMENT and California Constitution (1849), Article 1, Section 8**

1 **CLARIFICATION:** ISEN and CITY AGENTS are denying complainant's Right to due process  
2 of law by using threat, duress, and or coercion to get him to turn over to ISEN and CITY AGENTS  
3 his life, liberty, and property. The fact that ISEN and CITY AGENTS are attempting to get  
4 complainant to turn over control of his life, liberty, and property against his consent, in the form  
5 or in the nature of complainant's will, what is in his head, his decision making, and his physical  
6 body, even in off-duty capacity, under threat of disciplinary action including being put on unpaid  
7 leave and/or termination of employment is not due process of Law as guaranteed by FIFTH  
8 AMENDMENT Rights. Loss of complainant's livelihood, income and/or employment constitutes  
9 a material harm and deprivation of property in the sense that complainant would be forced to forfeit  
10 the investment he has made in his career as well as future earnings and promotions he might obtain  
11 during the remainder of his tenure with the CITY AND COUNTY OF SAN FRANCISCO.

12  
13 **VIOLATION #10:** ISEN and CITY AGENTS are in violation of their Oaths of Office by  
14 violating at minimum the FIRST, FOURTH and FIFTH AMENDMENT Rights of  
15 complainant, and those similarly situated hereto.

16 **CLARIFICATION:** All those who took the solemn Oath did so by agreeing and swearing to the  
17 fact that they would: "...*support and defend the Constitution of the United States and the*  
18 *Constitution of the State of California against all enemies, foreign and domestic; that I will bear*  
19 *true faith and allegiance to the Constitution of the United States and the Constitution of the State*  
20 *of California; that I take this obligation freely, without any mental reservation or purpose of*  
21 *evasion; and that I will well and faithfully discharge the duties upon which I am about to enter.*"

22 - **California Constitution (1849), Article 20, Sect. 3**

23  
24 Clearly, this Oath also includes and covers the Bill of Rights to which these government officials  
25 swore to support and defend. Here ISEN and CITY AGENTS are violating at a minimum the  
26 FIRST, FOURTH and FIFTH AMENDMENT Rights of complainant, and those similarly situated  
27 hereto, and flaunting the fact that they have a complete disregard and contempt for the Oaths they  
28 took, as well as the Law. If a government official swears an Oath to support and defend unalienable

1 and Constitutionally protected and secured Rights of the People and then, through their words and  
2 deeds go against their solemn promise which they made, this is a clear and unmistakable violation  
3 of their Oath of office, which is a crime against complainant, and those similarly situated hereto.  
4

### 5 **EMERGENCY RELIEF SOUGHT**

6 Therefore, complainant, and those similarly situated to this Emergency Complaint, seeks relief for  
7 failure of ISEN and CITY AGENTS to safeguard his natural, unalienable, Constitutionally  
8 protected and secured Rights, and any other Rights, Privileges, and Immunities he might have;  
9 thus, moves with extreme urgency in this matter, and seeks EMERGENCY INJUNCTIVE  
10 RELIEF or any other Lawful Remedy available by this Court against CAROL ISEN, DIRECTOR  
11 OF HUMAN RESOURCES for the CITY AND COUNTY OF SAN FRANCISCO, as well as any  
12 agents of the CITY AND COUNTY OF SAN FRANCISCO following unlawful directives,  
13 ordering them to:  
14

15 1. **Cease and Desist** in sending/delivering any and all further communications such as, notices,  
16 “directives,” “orders,” “mandates,” requirements, and threats concerning ISEN and CITY  
17 AGENTS’ unlawful requirement to **divulge personal and private medical information** by way  
18 of “COVID-19 Vaccination Status” or by any other means.  
19

20 2. **Cease and Desist** in informing, noticing, ordering, directing, mandating, requiring or  
21 mentioning any requirement for complainant, and those similarly situated hereto, to be  
22 “**vaccinated**” as a requirement for employment, or face disciplinary action or termination.  
23

24 3. **Cease and Desist** in informing, noticing, ordering, directing, mandating, requiring or  
25 mentioning any requirement for complainant, and those similarly situated hereto, to be **masked** in  
26 any way as a requirement for employment, or face disciplinary action or termination (with the  
27 understanding that complainant reserves his right to utilize a mask at his own discretion under  
28 certain conditions which may arise from time-to-time in the performance of his professional duties).

1 4. **Cease and Desist** in informing, noticing, ordering, directing, mandating, requiring or  
2 mentioning any requirement for complainant, and those similarly situated hereto, to be **tested for**  
3 **“COVID-19”** in any way as a requirement for employment, or face disciplinary action or  
4 termination (unless complainant, and those similarly situated hereto, volunteers for said testing).

5  
6 5. **Cease and Desist** in any further action against complainant, and those similarly situated hereto,  
7 whether disciplinary, retaliatory or in the nature of demotion or unpaid leave or termination of  
8 employment for failure to comply with unconstitutional/unlawful “directives,” “orders,”  
9 “mandates” or “policy” concerning the gathering of personal/private medical information through  
10 “COVID-19 Vaccination Status” or by any other means, as well as any and all requirements for  
11 “COVID-19” and “variants” including, but not limited to, “vaccinations,” testing and masking.

12  
13 6. **Be held personally liable** for any fees and fines for damages pursuant to complainant’s, and  
14 those similarly situated hereto, fee schedule (\$10,000 US Dollars per day per man or woman  
15 involved, plus any interest and penalties, which will continue to accrue until this matter is settled  
16 in full), as a result of activating and accepting the terms and obligations of said fee schedule (on  
17 September 24, 2021) due to continued unlawful activity and actions against complainant including  
18 the above-mentioned violations of his natural, unalienable, Constitutionally protected and secured  
19 Rights. (See Exhibits 5 through 7, incorporated by this reference as if fully restated herein).

20  
21 All Rights reserved; none waived, and without prejudice.

22  
23 Respectfully Submitted,

24  
25  
26   
27 Eigil Qwist, In Sui Juris

28  
Date

10.6.2021

# EXHIBIT 1

From: Eigil Qwist  
1546 San Anselmo ave,  
San Anselmo, CA, 94960

To: CAROL ISEN  
CITY AND COUNTY OF SAN FRANCISCO  
HUMAN RESOURCES DIRECTOR  
DEPARTMENT OF HUMAN RESOURCES  
ONE SOUTH VAN NESS AVE. 4TH FLOOR  
SAN FRANCISCO, CA, 94103-5413  
(415) 557- 4800

Date: July 15th, 2021

RE: CITY AND COUNTY OF SAN FRANCISCO DEPARTMENT OF HUMAN RESOURCES Vaccination and Mask Policies

## **CONDITIONAL ACCEPTANCE**

### **READ CAREFULLY**

With regard to your Vaccination and Face Covering policies dated June 23, 2021, and which were updated July 12, 2021, wherein you stipulate I must submit my vaccination status and vaccination documentation to the DEPARTMENT OF HUMAN RESOURCES (DHR) and must undertake medical interventions including wearing a face covering, taking a COVID test, and/or receiving a COVID-19 injection as a condition of my continued employment with the CITY AND COUNTY OF SAN FRANCISCO, I conditionally accept your offer to do so upon proof of claim of the following points:

1. Upon proof of claim that these mandatory requirements are not made under threat, duress and/or coercion of potential discipline and/or termination, and further;
2. Upon proof of claim that you have not committed a crime by attempting to extort from me my personal, private property and medical information by resorting to threat, duress, and/or coercion, and further;

3. Upon proof of claim that the CITY AND COUNTY OF SAN FRANCISCO Health Order (No. C19-07y, updated July 8, 2021) upon which you are basing the CITY AND COUNTY OF SAN FRANCISCO DEPARTMENT OF HUMAN RESOURCES Vaccination and Mask policies are not unconstitutional as applied to me, and further;
4. Upon proof of claim that the information you and your agency are basing your policies on are not erroneous, hearsay, based upon mere assumption(s), presumption(s), lies or propaganda, and further;
5. Upon proof of claim that this country and our society is not based upon the "rule of law," rather than arbitrary and capricious "orders," "rules," "dictates," or "mandates" which were not voted on or passed by a legislature, and further;
6. Upon proof of claim that I am subject to such "orders," "rules," "dictates," or "mandates," and further;
7. Upon proof of claim that any and all health "mandates" you promote and impress are not an unlawful attempt to impose them upon me, and further;
8. Upon proof of claim that the health "mandates" you promote and impress have been passed and signed through Congress as per Article I of the Constitution for the united States of America and/or the California State Legislature in order to be true and actual Law, and further;
9. Upon proof of claim that any state "law," "measure," "policy," "order," "ordinance," "mandate," or "rule" is not null and void if it is in conflict with the California Constitution and/or the Constitution for the united States of America. Marbury v. Madison, 5 U.S. 137 (1803), and further;
10. Upon proof of claim that I do not have and hold private property rights, and that both the California Constitution and the Constitution for the united States of America do not promote, support and protect private property rights; and further;
11. Upon proof of claim that mandating me to declare my vaccination status and submit my vaccination documents as a condition of employment is not a violation

of my rights under the 4th Amendment of the Constitution for the united States of America, and further;

12. Upon proof of claim that I do not have unalienable, God-given, and constitutionally secured and protected Rights, Privileges and Immunities that you cannot lawfully interfere with, and that you are not attempting to seize my unalienable right to be secure in my person and effects, and further;
13. Upon proof of claim that you do not lack lawful authority to mandate forced release of private medical information or to impose medical interventions on me, including face coverings, medical tests, or injections as a condition of my employment, and further;
14. Upon proof of claim that you did not take an Oath of Office to support and uphold both the California Constitution and the Constitution for the united States of America, pursuant to Article XX, Section 3, and that you are not in violation thereof, and further;
15. Upon proof of claim that you have not misrepresented your official title and capacity to me, and that you are not conducting yourself under color of law in violation of Title 18, Section 241, 242 and other titles affording me constitutionally secured and protected rights, and further;
16. Upon proof of claim that your policies are not in violation of federal anti-discrimination laws, including but not limited to The Americans with Disabilities Act of 1990, and further;
17. Upon proof of claim that requiring me to wear a face covering as a visible symbol of my vaccination status will not subject me to harassment, discrimination, or censure from my superiors, my peers, my clients, or the public, and further;
18. Upon proof of claim that the new DEPARTMENT OF HUMAN RESOURCES Vaccination and Mask policies are not in violation of our union contract and do not require negotiation before taking effect, and further;
19. Upon proof of claim that the potential risks and negative impacts of wearing face coverings, participating in testing, or receiving a COVID-19 injection do not outweigh the benefits to me, and further;

20. Upon proof of claim that the inventor of the PCR test, Karry B. Mullis, did not adamantly and publicly state, "*It was never designed to detect infectious diseases,*" and that it can't determine if an individual is infected, sick, healthy, contagious or asymptomatic, and further;
21. Upon proof of claim that vaccine manufacturers have not been charged with and lost multiple class action lawsuits regarding the fact that they intentionally or negligently misrepresented the safety and efficacy of their products, and that they have not misrepresented the safety and efficacy of COVID-19 injections, and further;
22. Upon proof of claim that the vaccine manufacturers or pharmaceutical industry did not eliminate the possibility for double blind placebo studies of the COVID-19 injections by vaccinating the placebo group after only a few short weeks, thus making the true long-term safety profiles of these products impossible to determine, and further;
23. Upon proof of claim that you have not failed to thoroughly research the COVID-19 injections in order to determine if they have been fully tested and proven entirely safe for me, and further;
24. Upon proof of claim that the statements and claims made in your email to the CITY AND COUNTY OF SAN FRANCISCO employees dated June 23, 2021, and the new DEPARTMENT OF HUMAN RESOURCES Vaccination and Face Covering policies regarding the necessity and effectiveness of these medical products are not a violation of the Federal Trade Commission Act, 15 U.S.C. § 41 et seq., and further;
25. Upon proof of claim that you have not failed to produce documentation and evidence showing how the Centers for Disease Control and Prevention obtained jurisdiction over me and the people of the CITY AND COUNTY OF SAN FRANCISCO to dictate health procedures, and further;
26. Upon proof of claim that common face masks and COVID-19 test swabs do not contain some or all of the following ingredients, and/or that these ingredients are not dangerous or damaging to my health:

- **Formaldehyde**
- **Aniline**
- **Cobalt**
- **Artificial fragrances**
- **Ethylene oxide**
- **Graphene oxide, and further;**

27. Upon proof of claim that the COVID-19 injections do not contain some or all of the following ingredients, and/or that these ingredients are not dangerous or damaging to my health, or that injecting them into my body would not violate my dietary or religious practices:

- **mRNA**
- **Graphene oxide**
- **Lipids** (including 4-hydroxybutyl; azanediyl; bis(hexane-6,1-diyl); bis(2-hexyldecanoate); 2 (polyethylene glycol)-2000]-N; N-ditetradecylacetamide; 1,2-Distearoyl-sn-glycero-3- phosphocholine)
- **Cholesterol**
- **Potassium chloride**
- **Monobasic potassium phosphate**
- **Sodium chloride**
- **Dibasic sodium phosphate dehydrate**
- **Sucrose**
- **Biological molecules** (e.g., components isolated from bacteria and synthetic DNA- virus, bacteria, animal products, plasma made from aborted fetuses)
- **Squalene** (Shark liver oil)
- **Excipients/Adjuvants** (may include heavy metals, oils)
- **Biological molecules** (e.g., components isolated from bacteria and synthetic DNA)
- **Aluminum**
- **Thimerosal** (Mercury)
- **Gelatin** (usually sourced from pigs and highly processed)
- **Preservatives, stabilizers, and emulsifiers**
- **Polysorbate 80**
- **Remnants of the vaccine production process** (bacterial and viral particles)
- **Acidity regulators** (e.g., succinic acid and disodium adipate)
- **Bovine serum**

- **Ovalbumin** (from the whites of chicken eggs)
- **Glutaraldehyde**
- **Formaldehyde**
- **Antibiotics** (most commonly neomycin, streptomycin, polymyxin B, gentamicin, and kanamycin), and further;

28. Upon proof of claim that you have not failed to provide, post and/or distribute Hazardous Material Data sheets for the materials and ingredients used in face masks, COVID-19 tests, and COVID-19 injections in accordance with **OSHA Code 1910.1200(b)(1), Title 8 of the California Code of Regulations** and the CITY AND COUNTY OF SAN FRANCISCO *Injury and Illness Prevention Program*, and further;

29. Upon proof of claim that you have not failed to consistently monitor the thousands of severe adverse reactions and deaths reported to the Vaccine Adverse Event Reporting System (VAERS) for the COVID-19 injections and that you have not failed to rule out that these reactions were caused by, or a direct result of the injections, and further;

30. Upon proof of claim that you have not failed to provide me with informed consent regarding all potential, proven and/or unknown risks of these medical interventions, which include but are not limited to:

- **Dangerously low levels of oxygen in the bloodstream**
- **Dangerously high levels of carbon dioxide in the bloodstream**
- **Depression**
- **Anxiety**
- **Suicide**
- **Severe anaphylaxis**
- **Myocarditis**
- **Cardiac arrest**
- **Stroke**
- **Autism**
- **Miscarriage**
- **Infertility**
- **Birth defects**
- **Chronic or acute autoimmune disorders such as blood clots or cytokine storms**

- **Chronic or acute neurological disorders such as Guillain Barre Syndrome or Bell's Palsy**
- **Severe complications from Antibody Dependent Enhancement (ADE)**
- **Death, and further;**

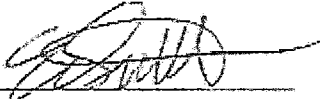
31. Upon proof of claim that you have not presently failed, and will not fail in the future, to properly investigate, record, report or post all CITY AND COUNTY OF SAN FRANCISCO employee illnesses related to the DEPARTMENT OF HUMAN RESOURCE'S mask and vaccine policies in VAERS or in accordance with California Code of Regulations Title 8, Section 3203 and the CITY AND COUNTY OF SAN FRANCISCO *Injury and Illness Prevention Program*, and further;
32. Upon proof of claim that taking a COVID-19 injection will not catalyze a lifelong neurodegenerative process, disorder, or disease by poisoning and disabling my brain, and further;
33. Upon proof of claim that the COVID-19 injections will not now or ever disrupt or interfere with the proper function of my body, and further;
34. Upon proof of claim that if I take a COVID-19 injection, I will not subsequently contract COVID-19, become ill or die from COVID-19, or transmit COVID-19 to others, and further;
35. Upon proof of claim that my own natural immune system and antibodies are not safer, more effective or longer lasting than these "mandatory" medical interventions, and further;
36. Upon proof of claim that face coverings, COVID-19 tests and COVID-19 injections are not ALL designated by the Federal Food and Drug Administration (FDA) as **Experimental Use Authorization (EUA) products**, and further;
37. Upon proof of claim that mandating the use of Experimental Use Authorization (EUA) products as a condition of my employment and/or without my informed consent is not a violation of Title 21, Section 360bbb-3 of the Federal Food, Drug, and Cosmetic Act, and further;

38. Upon proof of claim that mandating these experimental medical interventions as a condition of my employment and/or without my informed consent is not a violation of the Nuremberg Code and the U.S. Department of Health and Human Services Title 45 CFR part 46, which set forth ethical guidelines for biomedical research and states that it is forbidden to coerce, influence or force any human being to take any experimental medical treatment and that fully informed consent is mandatory, and further;
39. Upon proof of claim that by mandating me to undertake these medical interventions as a condition of my employment, whether they are under an EUA designation OR full FDA approval, that you are not practicing medicine without a license and in violation of Division II, Chapter V, Article III of the California Business and Professions Code, and further;
40. Upon proof of claim that mandating me to undertake these medical interventions as condition of my employment, whether they are under an EUA designation OR full FDA approval, is not a violation of my Constitutionally secured and protected rights and my God-given right to bodily sovereignty, and further;
41. Upon proof of claim that you are not unwilling to accept full liability in your personal capacity for any and all financial, physical and/or mental health problems that I might personally experience as a result of complying with these “mandatory” requirements.

Your timely response within 10 days of your receipt of this CONDITIONAL ACCEPTANCE, must be in affidavit form, under your full commercial liability, rebutting each of the points of the undersigned, on a point-by-point basis, that the facts contained therein are true, correct, complete, and not misleading. Declarations are insufficient as declarations permit lying by omission, which no honorable draft may contain.

With explicit reservation of all my unalienable and constitutionally secured and protected Rights (Article 4:2:1), and any other Rights, Privileges and Immunities I may have with none waived, and without prejudice.

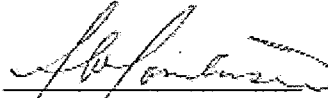
Very Truly, in Proper Person, Special Status,



Eigil Qvist, in Sui Juris



Witness Signature

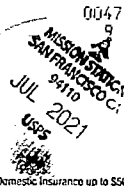


Witness Signature

RE495417798US

To Be Completed By Post Office	Postage \$	\$1.40	Extra Services & Fees (optional)
	Extra Services & Fees		<input type="checkbox"/> Signature Confirmation \$
	<input type="checkbox"/> Registered Mail \$	\$12.90	<input type="checkbox"/> Signature Confirmation Restricted Delivery \$
	<input type="checkbox"/> Return Receipt (hardcopy) \$	\$2.85	
	<input type="checkbox"/> Return Receipt (electronic) \$	\$0.00	
	<input type="checkbox"/> Restricted Delivery \$	\$0.00	Total Postage & Fees \$
	Customer Must Declare Full Value \$	\$0.00	Received by 07/16/2021

Domestic Insurance up to \$50,000 is included based upon the declared value. International Indemnity is limited. (See Reverse).



**OFFICIAL USE**

To Be Completed By Customer (Please Print) All Entries Must Be in Ballpoint or Typed	FROM	EAGLE QWIST 1546 SAN ANSELMO AVE SAN ANSELMO CA 94960
	TO	CAROL ISEN DIR. OF DHR CSE DHR FRANCISCO 94103 1 SOUTH VAN NESS AVE. 4th Floor SAN FRANCISCO CA 94103-5413

PS Form 3806, Registered Mail Receipt April 2015, PSN 7530-02-000-9051 For domestic delivery information, visit our website at www.usps.com®

Grand Total: \$17.15

Debit Card Remittance: \$17.15

Card Name: VIC  
Account #: XXXX  
Approval #: 91021  
Transaction #: 344  
Receipt #: 035053  
Debit Card Purchase: \$17.15  
AID: A0000000980840 Chip  
AL: US DEBIT  
PIN: Verified

FRANCISCO DEPARTMENT OF HUMAN RESOURCES Vaccination

## ADDITIONAL ACCEPTANCE

### READ CAREFULLY

USPS is experiencing unprecedented volume increases and limited employee availability due to the impacts of COVID-19. We appreciate your patience.

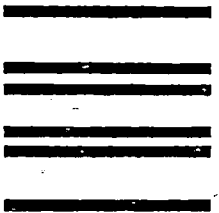
Text your tracking number to 28777 (2USPS) to get the latest status. Standard Message and Data rates may apply. You may also visit www.usps.com USPS Tracking or call 1-800-222-1811.

Due to the security of Registered Mail, delivery is guaranteed.

AND COUNTY OF SAN FRANCISCO, I conditionally accept your offer to do so upon proof of claim of the following points:

1. Upon proof of claim that these mandatory requirements are not made under threat, duress and/or coercion of potential discipline and/or termination, and further;
2. Upon proof of claim that you have not committed a crime by attempting to extort from me my personal, private property and medical information by resorting to threat, duress, and/or coercion, and further;

USPS TRACKING #



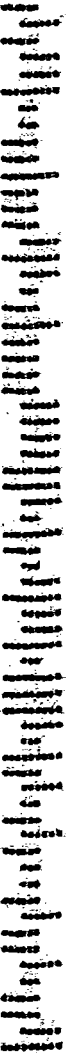
First-Class Mail  
Postage & Fees Paid  
USPS  
Permit No. G-10

9590 9402 6656 1060 5285 51

United States  
Postal Service

• Sender: Please print your name, address, and ZIP+4® in this box •

EIGAL QWISK  
1546 SAN ANSELMO AVE  
SAN ANSELMO CA  
94960



SENDER COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
  - Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

CAROL ISEN Die. DHR  
DHR CCSS  
1504th VANNESS AVE. 4th  
San Francisco CA 94103-5413



9590 9402 6656 1060 5285 51

2. Article Number (Transfer from carrier label)

RE 495 417 798 US

PS Form 3811, July 2020 PSN 7530-02-000-9053

COMPLETE THIS SECTION ON DELIVERY

A. Signature

*[Signature]*

☒ Agent

B. Received by (Printed Name)

*[Signature]*

C. Date of Delivery  
*7/20/21*

☐ Addressee

D. Is delivery address different from item 1?

If YES, enter delivery address below:

☐ Yes  
☒ No

3. Service Type

- |  |   |
|--|---|
| <input type="checkbox"/> Adult Signature                               | <input type="checkbox"/> Priority Mail Express®                     |
| <input type="checkbox"/> Adult Signature Restricted Delivery           | <input type="checkbox"/> Registered Mail™                           |
| <input type="checkbox"/> Certified Mail®                               | <input type="checkbox"/> Registered Mail Restricted Delivery        |
| <input type="checkbox"/> Certified Mail Restricted Delivery            | <input type="checkbox"/> Signature Confirmation™                    |
| <input type="checkbox"/> Collect on Delivery                           | <input type="checkbox"/> Signature Confirmation Restricted Delivery |
| <input type="checkbox"/> Collect on Delivery Restricted Delivery       |   |
| <input type="checkbox"/> Insured Mail                                  |   |
| <input type="checkbox"/> Insured Mail Restricted Delivery (over \$500) |   |

Domestic Return Receipt

# EXHIBIT 2

From: Eigil Qwist  
1546 San Anselmo Ave.  
San Anselmo, CA, 94960

To: CAROL ISEN  
CITY AND COUNTY OF SAN FRANCISCO  
HUMAN RESOURCES DIRECTOR  
DEPARTMENT OF HUMAN RESOURCES  
ONE SOUTH VAN NESS AVE. 4TH FLOOR  
SAN FRANCISCO, CA, 94103-5413  
(415) 557- 4800

Date: July 26, 2021

## **COURTESY NOTICE**

### **READ CAREFULLY**

Dear Director Isen,

Be it known that on the 16th day of July, 2021, I sent you my **CONDITIONAL ACCEPTANCE** regarding the CITY AND COUNTY OF SAN FRANCISCO DEPARTMENT OF HUMAN RESOURCES new Vaccination and Mask policies, via email and also registered mail, giving you 10 days to respond. I have attached a copy.

To clarify, my **CONDITIONAL ACCEPTANCE** encompasses and extends to **any and all** CITY AND COUNTY OF SAN FRANCISCO DEPARTMENT OF HUMAN RESOURCES policies which reference CITY AND COUNTY OF SAN FRANCISCO Health Order(s) and/or OSHA/ CDC rules and guidelines as the basis for "mandatory" COVID-19 injections, COVID-19 testing, mask wearing and vaccination status reporting. This includes, but is not limited to, the DEPARTMENT OF HUMAN RESOURCES June 23rd and July 12th, 2021, Vaccination and Mask policies, and any similar/subsequent policies and updates.

**NOTICE TO AGENTS IS NOTICE TO PRINCIPALS,  
NOTICE TO PRINCIPALS IS NOTICE TO AGENTS!**

Page 1 of 2

Exhibit 2 Page 1

Although I received a reply from you via email on July 16, 2021 at 03:33 PM, which referenced and restated the current DEPARTMENT OF HUMAN RESOURCES Vaccination and Mask policies, your reply was not in proper "affidavit" form and did not rebut any of the points included in my CONDITIONAL ACCEPTANCE on a point-by-point basis. Consequently, your reply is insufficient and has no lawful merit or value.

Perhaps this was an oversight or misunderstanding on your part.

Therefore, please accept my offer of an additional three (3) days, from the date of this COURTESY NOTICE, to respond to said CONDITIONAL ACCEPTANCE.

Your response to me must be in "affidavit" form, under your full commercial liability, that the facts contained in your response are true, correct, complete and not misleading. Declarations are insufficient as declarations permit lying by omission, which no honorable draft may contain.

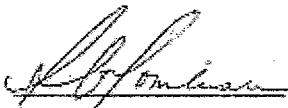
I look forward to your timely response on or before July 29, 2021.

With explicit reservation of all my unalienable and constitutionally secured and protected Rights (Article 4:2:1), and any other Rights, Privileges and Immunities I may have with none waived, and without prejudice.

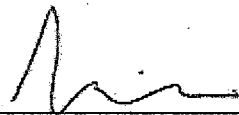
Very truly, in Proper Person, Special Status,



Egil Qvist, in Sui Juris



Witness Signature



Witness Signature

NOTICE TO AGENTS IS NOTICE TO PRINCIPALS.  
NOTICE TO PRINCIPALS IS NOTICE TO AGENTS!

Page 2 of 2

Exhibit 2 Page 2

IN 202100/00	
To Be Completed By Post Office	Postage \$ <u>11.40</u>
	Extra Services & Fees (optional)
	<input type="checkbox"/> Registered Mail \$ <u>12.50</u>
	<input type="checkbox"/> Return Receipt (hardcopy) \$ <u>2.85</u>
	<input type="checkbox"/> Return Receipt (electronic) \$ <u>0.00</u>
To Be Completed By Customer (Please Print) All Entries Must Be in Ballpoint or Typed	FROM <u>EIGLE, RICHARD</u> <u>1546 SAN ANSELMO AVE.</u> <u>SAN ANSELMO CA 94960</u>
	TO <u>CARDISEN CC SF DHR-DIR.</u> <u>1 SOUTHERN VANNESS AVE, 4th Floor</u> <u>SAN FRANCISCO CA 94103-5413</u>
Extra Services & Fees (continued) <input type="checkbox"/> Signature Confirmation \$ <input type="checkbox"/> Signature Confirmation Restricted Delivery \$ Total Postage & Fees \$ <u>17.15</u> Customer Must Declare Full Value \$ <u>0.00</u> Received by <u>07/26/2021</u> Domestic Insurance up to \$50,000 is included based upon the declared value. International indemnity is limited. (See Reverse).	
<b>OFFICIAL USE</b>	

PS Form 3806, Registered Mail Receipt  
 April 2015, PSN 7530-02-000-9051  
 For domestic delivery information, visit our website at [www.usps.com](http://www.usps.com)  
 Copy 1 - Customer (See Information on Reverse)

Grand Total: \$17.15  
 Cash \$20.00  
 Change -\$2.85

### COURTESY NOTICE

\*\*\*\*\*  
 USPS is experiencing unprecedented volume increases and limited employee availability due to the impacts of COVID-19. We appreciate your patience.  
 \*\*\*\*\*

### READ CAREFULLY

Text your tracking number to 28777 (2USPS) to get the latest status. Standard Message and Data rates may apply. You may also visit [www.usps.com](http://www.usps.com) USPS Tracking or call 1-800-222-1811.

Due to the security of Registered Mail, an additional 3-10 delivery days should be added to the expected delivery date provided.

Save this receipt as evidence of insurance. For information on filing an insurance claim go to <https://www.usps.com/help/claims.htm>

Review your Mail

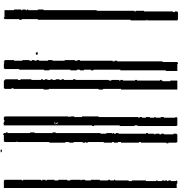
of July, 2021, I sent you my CONDITIONAL ACCEPTANCE  
 TY OF SAN FRANCISCO DEPARTMENT OF HUMAN RE-  
 Mask policies, via email and also registered mail, giving you 10  
 1 copy.

CCEPTANCE encompasses and extends to any and all CITY  
 DISCO DEPARTMENT OF HUMAN RESOURCES policies  
 NTY OF SAN FRANCISCO Health Order(s) and/or OSHA/  
 asis for "mandatory" COVID-19 injections, COVID-19 testing,  
 us reporting. This includes, but is not limited to, the DE-  
 URCES June 23rd and July 12th, 2021, Vaccination and Mask  
 policies and updates.

TO PRINCIPALS,  
 ICE TO AGENTS!

Page 1 of 2

USPS TRACKING #



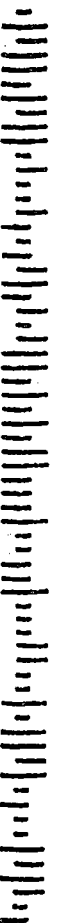
First-Class Mail  
Postage & Fees Paid  
USPS  
Permit No. G-10

9590 9402 5815 0034 8727 48

United States  
Postal Service

• Sender: Please print your name, address, and ZIP+4® in this box •

ERIC QWIS +  
1546 ~~San Anselmo Ave~~  
SAN ANSELMO AVE  
SAN ANSELMO CA 94400



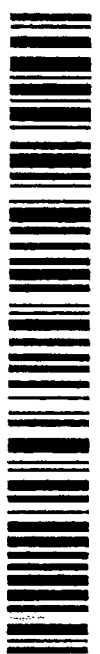
Created with Scanner Pro

**SENDER: COMPLETE THIS SECTION**

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

**1. Article Addressed to:**

CAROL TSEN CCF DMLDIE  
 1 SEATH VAN NESS AVE 4TH FLOOR  
 SAN FRANCISCO CA 94103  
 SU13



9590 9402 5815 0034 8727 48

**2. Article Number (Transfer from service label)**

DE Form 3811 July 2015 DCN 7520-02-000-0052

**COMPLETE THIS SECTION ON DELIVERY**

A. Signature ☒ Agent ☐ Addressee

B. Received by (Printed Name) C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes ☒ No  
 If YES, enter delivery address below:

- 3. Service Type**
- ☐ Adult Signature
  - ☐ Adult Signature Restricted Delivery
  - ☐ Certified Mail®
  - ☐ Certified Mail Restricted Delivery
  - ☐ Collect on Delivery
  - ☐ Collect on Delivery Restricted Delivery
  - ☐ Insured Mail
  - ☐ Insured Mail Restricted Delivery (over \$500)
  - ☒ Priority Mail Express®
  - ☐ Registered Mail™
  - ☐ Registered Mail Restricted Delivery
  - ☐ Return Receipt for Merchandise
  - ☐ Signature Confirmation™
  - ☐ Signature Confirmation Restricted Delivery

# EXHIBIT 3

From: Eigil Qwist  
1546 San Anselmo Ave,  
San Anselmo, CA, 94960

To: CAROLISEN  
CITY AND COUNTY OF SAN FRANCISCO  
HUMAN RESOURCES DIRECTOR  
DEPARTMENT OF HUMAN RESOURCES  
ONE SOUTH VAN NESS AVE. 4TH FLOOR  
SAN FRANCISCO, CA, 94103-5413  
(415) 557- 4800

Date: July 29, 2021

## NOTICE OF DEFAULT

### READ CAREFULLY

Dear Director Isen,

**BE IT KNOWN**, on the 26th day of July, 2021, I sent you a COURTESY NOTICE, offering you three (3) additional days to respond in **affidavit form** to my **CONDITIONAL ACCEPTANCE** letter, dated July 15, 2021, regarding your current "mandatory" Vaccination and Face Covering policies, and **any and all** subsequent/similar policies which attempt to infringe upon, seize or subvert my constitutionally protected and God-given natural rights.

It appears clear to me that you have **no intention** of providing a lawful and honorable response, and have **chosen to stand mute**.

Therefore, this NOTICE is to inform you of the fact that you are in **DEFAULT** due to your failure to perform a legal duty where you had a **legal and moral obligation** to speak, and this NOTICE serves as *prima facie* evidence of your "**SILENCE**" in this matter, pursuant to **U.S. v. Prudden, 424 F.2d 1021 (1970)** and **U.S. v. Tweel, 550 F.2d 297, 299 (1977)**.

*"A default is an omission of that which ought to be done, and more specifically, the omission or failure to perform a legal duty. The term also embraces the idea of dishonesty, or an act or omission discreditable to one's profession." Black's Law Dictionary, Fourth Edition.*

NOTICE TO AGENTS IS NOTICE TO PRINCIPALS,  
NOTICE TO PRINCIPALS IS NOTICE TO AGENTS!

Page 1 of 2

Exhibit 3 Page 1

**BE IT FURTHER KNOWN**, that your lack of timely response and failure to rebut my claims in affidavit form serves as your acquiescence and tacit agreement that the factual declarations I set forth are true, correct, and not misleading, and binding upon you.

"Tacit" is defined by *Ballentine's Law Dictionary*, Third Edition, page 1252: "Silent; not expressed; implied;" and by *Bouvier's Law Dictionary*, 14 Edition, Vol II, page 576: "That which although not expressed, is understood from the nature of the thing or from the provision of the law; implied;" and by *Black's Law Dictionary*, Fourth Edition: "Existing, inferred, or understood without being openly expressed or stated, implied by silence or silent acquiescence, understood, implied as tacit agreement, a tacit understanding." See, State v. Chadwick, 150 Or. 645, 47 P.2d 232, 234 (1935).

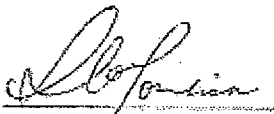
"Tacit Law" is defined by *Ballentine's Law Dictionary*, Third Edition, page 1252: "That law which arises out of the silent consent and customs and usages of the people" and by *Bouvier's Law Dictionary*, 14 Edition, Vol II, page 576: "A law which derives its authority from the common consent of this people without any legislative enactment." (1 Bouvier, Inst. 120).

With explicit reservation of all my unalienable and constitutionally secured and protected Rights (Article 4:2:1), and any other Rights, Privileges and Immunities I may have with none waived, and without prejudice.

Very truly, in Proper Person, Special Status,



Eigil Qvist, in Sui Juris



Witness Signature



Witness Signature

NOTICE TO AGENTS IS NOTICE TO PRINCIPALS.  
NOTICE TO PRINCIPALS IS NOTICE TO AGENTS!

Page 2 of 2

Exhibit 3 Page 2

Registered No. **RF268245347US**

Date Stamp: 06/29/2021

Postage \$1.25	Extra Services & Fees (Amount)
Extra Services & Fees \$1.25	<input type="checkbox"/> Signature Confirmation
Registered Mail \$1.25	<input type="checkbox"/> Signature Confirmation Restricted Delivery
<input checked="" type="checkbox"/> Return Receipt (hard copy) \$2.55	
Return Receipt (electronic) \$0.00	
<input type="checkbox"/> Restricted Delivery \$	
Total Postage & Fees \$10.85	

Customer Must Declare Full Value \$10.00

Received by: 07/29/2021

Domestic Insurance up to \$50,000 is included based upon the declared value. International Insurance is limited. (See Reverse)

**OFFICIAL USE**

FROM: EIGIL QWIST  
1546 SAN ANSELMO AVE.  
SAN ANSELMO CA 94960

TO: CAROLISEN DHR DIR. CCSE  
CCSE DEPT. OF HUMAN RESOURCES  
1 SOUTH VANNESS AVE 4th Floor  
SAN FRANCISCO CA 94103-5413

PS Form 3806, Registered Mail Receipt

April 2015, PSN 7630/02-800-9091

For domestic delivery information, visit our website at [www.usps.com](http://www.usps.com)

Copy 1 - Customer (See Information on Reverse)

Total \$16.95

Grand Total: \$16.95

Cash \$20.00

Change -\$3.05

USPS is experiencing unprecedented volume increases and limited employee availability due to the impacts of COVID-19. We appreciate your patience.

Text your tracking number to 28777 (2USPS) to get the latest status. Standard Message and Data rates may apply. You may also visit [www.usps.com](http://www.usps.com) USPS Tracking or call 1-800-275-3837

### READ CAREFULLY

day of July, 2021, I sent you a COURTESY NOTICE, offering you pond in affidavit form to my CONDITIONAL ACCEPTANCE arding your current "mandatory" Vaccination and Face Covering equent/similar policies which attempt to infringe upon, seize or olected and God-given natural rights.

I have no intention of providing a lawful and honorable response.

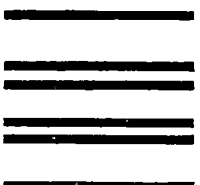
inform you of the fact that you are in **DEFAULT** due to your failure you had a legal and moral obligation to speak, and this NO-dence of your "SILENCE" in this matter, pursuant to 11 (1970) and U.S. v. Tweel, 550 F.2d 297, 299 (1977).

at which ought to be done, and more specifically, the omission or The term also embraces the idea of dishonesty, or an act or omission of profession." *Black's Law Dictionary*, Fourth Edition.

NOTICE TO PRINCIPALS,  
IS NOTICE TO AGENTS!

Page 1 of 2

USPS TRACKING #



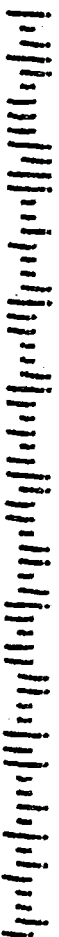
First-Class Mail  
Postage & Fees Paid  
USPS  
Permit No. G-10

9590 9402 5815 0034 8726 70

United States  
Postal Service

• Sender: Please print your name, address, and ZIP+4® in this box •

EIGEL CRWIST  
1546 SAN ANSELMO AVE  
SAN ANSELMO CA 94960



Created with Scanner Pro

**SENDER COMPLETE THIS SECTION**

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

**1. Article Addressed to:**

CAROL ISEN DIR. DHR  
CCSF  
1 SOUTH VAN NESS AVE. 4TH FLOOR  
SAN FRANCISCO CA 94103-5413



9590 9402 6656 1060 5285 51

**2. Article Number (Transfer from carrier label)**

RE 495 417 798 US

PS Form 3811, July 2020 PSN 7530-02-000-9053

**COMPLETE THIS SECTION ON DELIVERY**

A. Signature [Signature] ☒ Agent ☐ Addressee

B. Received by (Printed Name) [Signature] C. Date of Delivery [Signature]

D. Is delivery address different from item 1? ☐ Yes ☒ No  
If YES, enter delivery address below:

3. Service Type

<input type="checkbox"/> Adult Signature	<input type="checkbox"/> Priority Mail Express®
<input type="checkbox"/> Adult Signature Restricted Delivery	<input type="checkbox"/> Registered Mail™
<input type="checkbox"/> Certified Mail®	<input type="checkbox"/> Registered Mail Restricted Delivery
<input type="checkbox"/> Certified Mail Restricted Delivery	<input type="checkbox"/> Signature Confirmation™
<input type="checkbox"/> Collect on Delivery	<input type="checkbox"/> Signature Confirmation Restricted Delivery
<input type="checkbox"/> Collect on Delivery Restricted Delivery	
<input type="checkbox"/> Insured Mail	
<input type="checkbox"/> Insured Mail Restricted Delivery (over \$500)	

Domestic Return Receipt

# EXHIBIT 4

From: Eigil Qwist  
1546 San Anselmo Ave  
San Anselmo, CA, 94960

To: CAROL ISEN  
CITY AND COUNTY OF SAN FRANCISCO  
HUMAN RESOURCES DIRECTOR  
DEPARTMENT OF HUMAN RESOURCES  
ONE SOUTH VAN NESS AVE. 4TH FLOOR  
SAN FRANCISCO, CA, 94103-5413  
(415) 557- 4800

Date: July 29, 2021

## **NOTICE OF ESTOPPEL BY ACQUIESCENCE**

**READ CAREFULLY**

Dear Director Isen,

**BE IT KNOWN**, on this 29th day of July, 2021, that you, Carol Isen, Director of the CITY AND COUNTY OF SAN FRANCISCO DEPARTMENT OF HUMAN RESOURCES, by your "**SILENCE**" in the matter concerning my **CONDITIONAL ACCEPTANCE** letter, dated July 15, 2021, regarding your "mandatory" Vaccination and Face Covering policies, in which you were given reasonable opportunity to respond in **affidavit form** (10 days from receipt of said **CONDITIONAL ACCEPTANCE**), and by your "**SILENCE**" to my **COURTESY NOTICE**, dated July 26, 2021, offering you three (3) additional days over and above the initial 10 days to respond to my **CONDITIONAL ACCEPTANCE**, are hereby found in **DEFAULT**.

Thus, a fraud has been committed upon me, pursuant to **U.S. v. Tweel, 550 F.2d 297, 299 (1977)**, thereby initiating the **DOCTRINE OF ESTOPPEL BY ACQUIESCENCE**, pursuant to **Carmine v. Bowen, 64 A. 932 (1906)**, to wit, "*One's 'silence' may invoke doctrine of ESTOPPEL by acquiescence,*" which is now in full force and effect upon you and the CITY AND COUNTY OF SAN FRANCISCO DEPARTMENT OF HUMAN RESOURCES.

**NOTICE TO AGENTS IS NOTICE TO PRINCIPALS,  
NOTICE TO PRINCIPALS IS NOTICE TO AGENTS!**

Page 1 of 2  
Exhibit 4 Page 1

**BE IT FURTHER KNOWN**, that you are hereby estopped from any and all future action(s), challenges, or counterclaims against me concerning this matter. Any violation(s) of this ESTOPPEL will be construed, at the very least, as a "tortious" act against me for which I will then have a lawful claim against you. Proceeding beyond this point strips you of any "Immunity," real or imagined, making you personally liable to me.

With explicit reservation of all my unalienable and constitutionally secured and protected Rights (Article 4:2:1), and any other Rights, Privileges and Immunities I may have with none waived, and without prejudice.

Very truly, in Proper Person, Special Status,

---

Eigil Qwist, in Sui Juris

---

Witness Signature

---

Witness Signature

NOTICE TO AGENTS IS NOTICE TO PRINCIPALS,  
NOTICE TO PRINCIPALS IS NOTICE TO AGENTS!

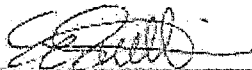
Page 2 of 2

Exhibit 4 Page 2


**BE IT FURTHER KNOWN**, that you are ~~herby estopped~~ from any and all future action(s), challenges, or ~~counterclaims~~ against me ~~concerning~~ this matter. Any violation(s) of this ESTOPPEL will be construed, at the very least, as a "tortious" act against me for which I will then have a lawful claim against you. ~~Proceeding~~ beyond this point strips you of any "Immunity," real or imagined, making you personally liable to me.

With explicit reservation of all my unalienable and constitutionally secured and protected Rights (Article 4:2:1), and any other Rights, Privileges and Immunities I may have with none waived, and without prejudice.

Very truly, in Proper Person, Special Status,



Bigil Qwist, in Sui Juris



Witness Signature



Witness Signature

**NOTICE TO AGENTS IS NOTICE TO PRINCIPALS,  
NOTICE TO PRINCIPALS IS NOTICE TO AGENTS!**

Page 2 of 2

Exhibit 4 Page 3

Registered No. **RF-268245347 US**

Date Stamp

To Be Completed By Post Office	Postage \$ <b>11.25</b>	Extra Services & Fees
	Extra Services & Fees \$ <b>11.25</b>	Signature Confirmation \$
	Registered Mail \$ <b>11.25</b>	Signature Confirmation Restricted Delivery \$
	X Return Receipt (no copy) \$ <b>2.55</b>	
	Return Receipt (no copy) \$ <b>2.55</b>	
	Restricted Delivery \$	Total Postage & Fees \$ <b>16.55</b>
Customer Must Declare Full Value \$ <b>10.00</b>		Received by <b>07/29/2021</b>

Domestic Insurance up to \$50,000 is included based upon the declared value. International Insurance is limited. (See Reverse)

OFFICIAL USE

To Be Completed By Customer (Please Print) All Entries Must Be in Print or Typed	FROM	<b>EIGIL QWIST</b>
		<b>1546 SAN ANSELMO AVE.</b>
		<b>SAN ANSELMO CA 94960</b>
TO		<b>CAROLISEN DHR DIR. CCSE</b>
		<b>CCSF DEPT OF HUMAN RESOURCES</b>
		<b>1 SOUTH VANNESS AVE 4th Floor</b>
		<b>SAN FRANCISCO CA 94103-5413</b>

PS Form 3806, Registered Mail Receipt April 2015, PSN 7530-02-000-9051  
For domestic delivery information, visit our website at [www.usps.com](http://www.usps.com)

**OF DEFAULT**

Total \$16.55  
Grand Total: \$16.95  
Cash \$20.00  
Change -\$3.05

**READ CAREFULLY**

\*\*\*\*\*  
USPS is experiencing unprecedented volume increases and limited employee availability due to the impacts of COVID-19. We appreciate your patience.  
\*\*\*\*\*

Text your tracking number to 28777 (2USPS) to get the latest status. Standard Message and Data rates may apply. You may also visit [www.usps.com](http://www.usps.com) USPS Tracking or call 1-800-275-8777

day of July, 2021, I sent you a COURTESY NOTICE, offering you pond in affidavit form to my CONDITIONAL ACCEPTANCE arding your current "mandatory" Vaccination and Face Covering equent/similar policies which attempt to infringe upon, seize or oted and God-given natural rights.

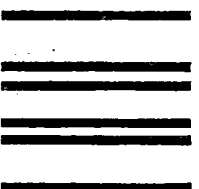
I have no intention of providing a lawful and honorable response.

inform you of the fact that you are in **DEFAULT** due to your fail-re you had a legal and moral obligation to speak, and this NO-dence of your "SILENCE" in this matter, pursuant to **11 (1970)** and **U.S. v. Tweel, 550 F.2d 297, 299 (1977).**

at which ought to be done, and more specifically, the omission or . The term also embraces the idea of dishonesty, or an act or omis- sion." *Black's Law Dictionary*, Fourth Edition.

NOTICE TO PRINCIPALS,  
IS NOTICE TO AGENTS!

USPS TRACKING #



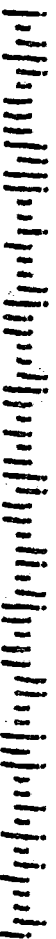
First-Class Mail  
Postage & Fees Paid  
USPS  
Permit No. G-10

9590 9402 5815 0034 8726 70

United States  
Postal Service

• Sender: Please print your name, address, and ZIP+4® in this box •

EIGEL GWIST  
1546 SAN ANSELMO AVE  
SAN ANSELMO CA 94960



Created with Scanner Pro

Exhibit 4 page 5

**SENDER COMPLETE THIS SECTION**

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

**1. Article Addressed to:**

CAROL TSEN D.R. DHR  
DHR CCSE  
1500th VAN NESS AVE. 4TH  
SAN FRANCISCO CA 94103-5413



9590 9402 6656 1060 5285 51

**2. Article Number (Transfer from carrier label)**

RE 495 417 798 US

PS Form 3811, July 2020 PSN 7530-02-000-9053

**COMPLETE THIS SECTION ON DELIVERY**

**A. Signature**

XN

☒ Agent

**B. Received by (Printed Name)**

W. J. K. S. O.

C. Date of Delivery  
8/20/11

- D. Is delivery address different from item 1?** ☐ Yes ☐ No  
If YES, enter delivery address below:

**3. Service Type**

- |  |   |
|--|---|
| <input type="checkbox"/> Adult Signature                               | <input type="checkbox"/> Priority Mail Express®                     |
| <input type="checkbox"/> Adult Signature Restricted Delivery           | <input type="checkbox"/> Registered Mail™                           |
| <input type="checkbox"/> Certified Mail®                               | <input type="checkbox"/> Registered Mail Restricted Delivery        |
| <input type="checkbox"/> Certified Mail Restricted Delivery            | <input type="checkbox"/> Signature Confirmation™                    |
| <input type="checkbox"/> Collect on Delivery                           | <input type="checkbox"/> Signature Confirmation Restricted Delivery |
| <input type="checkbox"/> Collect on Delivery Restricted Delivery       |   |
| <input type="checkbox"/> Insured Mail                                  |   |
| <input type="checkbox"/> Insured Mail Restricted Delivery (over \$500) |   |

Domestic Return Receipt

Created with Scanner Pro

# EXHIBIT 5

From: Eigil Qwist  
1546 San Anselmo Ave,  
San Anselmo, CA [94960] TDC  
415 624 6287  
qwistar@me.com

To: CAROL ISEN  
CITY AND COUNTY OF SAN FRANCISCO  
HUMAN RESOURCES DIRECTOR  
DEPARTMENT OF HUMAN RESOURCES  
ONE SOUTH VAN NESS AVE. 4TH FLOOR  
SAN FRANCISCO, CA, 94103-5413  
(415) 557-4800  
carol.isen@sfgov.org

Date: September 18, 2021

**NOTICE OF LIABILITY AND FEE SCHEDULE AND DEMAND  
TO CEASE AND DESIST**

**READ CAREFULLY**

**BE IT KNOWN** that you and all your subordinates, and your or their replacements, successors, substitutes and agents, as a result of your "SILENCE" in the matter concerning my **CONDITIONAL ACCEPTANCE** sent to you on July, 16th 2021 via registered mail tracking number: RE495417798US; and your failure to respond to this **CONDITIONAL ACCEPTANCE** **YOU WERE FOUND IN DEFAULT** and deemed without just cause to proceed pursuant to *U.S. v. Prudden*, 424 F.2d 1021 and *U.S. v. Tweel*, 550 F.2d 297, 299 (1977); **YOU HAVE NOW BEEN ESTOPPED** pursuant to *Carmine v. Bowen*, 64 A. 932 (1906) per the **NOTICE OF ESTOPPEL BY SILENCE AND ACQUIESCENCE** sent to you on July 29th, 2021 via registered mail tracking number: RF268245347US from any and all future action(s), order(s), challenges, and/or counterclaims against Me.

**YOU WERE GIVEN REASONABLE OPPORTUNITY AND HAD AN OBLIGATION TO TIMELY RESPOND**; you were to provide in affidavit form proof of your Lawful authority (in proper compliance with governing law pursuant to the Constitution for the United States of America and the California State Constitution) and/or your response to my **CONDITIONAL ACCEPTANCE** on a point-by-point basis to enforce any health "policy", "mandate", "order" or "guideline" upon me. You had an obligation to promptly respond to this matter in affidavit form, and failure to do so violated the public trust. Lack of timely response resulted in your acquiescence

NOTICE OF LIABILITY AND FEE SCHEDULE AND DEMAND TO CEASE AND DESIST  
Eigil Qwist, All Rights Reserved; None Waived; Without Prejudice  
NOTICE TO AGENTS IS NOTICE TO PRINCIPALS, NOTICE TO PRINCIPALS IS NOTICE TO AGENTS


Page 1 of 3

Exhibit 5 page 1


Created with Scanner Pro

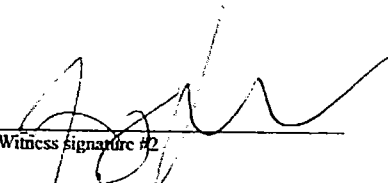
With explicit reservation of ALL my Creator-given unalienable rights and constitutionally protected Rights (Article 4:2:1), and any other rights, privileges, and immunities that I may have, with none waived, and without prejudice.


Very Truly,

  
Egil Qvist, One of We the People      Date  
In Pro Per, In Sui Juris, Special Status

9-18-21

  
Witness signature #1

  
Witness signature #2

SENDER: COMPLETE THIS SECTION	COMPLETE THIS SECTION ON DELIVERY
<ul style="list-style-type: none"><li>■ Complete items 1, 2, and 3.</li><li>■ Print your name and address on the reverse so that we can return the card to you.</li><li>■ Attach this card to the back of the mailpiece, or on the front if space permits.</li></ul>	A. Signature <input checked="" type="checkbox"/> Agent <input type="checkbox"/> Addressee
1. Article Addressed to: CAROLISEN CCSF DHR DIRECTOR DEPT. OF HUMAN RESOURCES 1 SOUTH VAN NESS AVE 4TH FLOOR SF CA 94103-5413  9590 9402 5815 0034 8726 70	B. Received by (Printed Name) C. Date of Delivery CAROLISEN 7-22-21
2. Article Number (Transfer from service label)	D. Is delivery address different from Item 1? <input type="checkbox"/> Yes If YES, enter delivery address below: <input type="checkbox"/> No
	3. Service Type <input type="checkbox"/> Adult Signature <input type="checkbox"/> Adult Signature Restricted Delivery <input type="checkbox"/> Certified Mail® <input type="checkbox"/> Certified Mail Restricted Delivery <input type="checkbox"/> Collect on Delivery <input type="checkbox"/> Collect on Delivery Restricted Delivery <input type="checkbox"/> Insured Mail <input type="checkbox"/> Insured Mail Restricted Delivery (over \$500) <input type="checkbox"/> Priority Mail Express® <input checked="" type="checkbox"/> Registered Mail™ <input type="checkbox"/> Registered Mail Restricted Delivery <input type="checkbox"/> Return Receipt for Merchandise <input type="checkbox"/> Signature Confirmation™ <input type="checkbox"/> Signature Confirmation Restricted Delivery

PS Form 3811, July 2015 PSN 7530-02-000-9053

Domestic Return Receipt

NOTICE OF LIABILITY AND FEE SCHEDULE AND DEMAND TO CEASE AND DESIST  
Egil Qvist, All Rights Reserved; None Waived; Without Prejudice

NOTICE TO AGENTS IS NOTICE TO PRINCIPALS. NOTICE TO PRINCIPALS IS NOTICE TO AGENTS

Page 3 of 3

Exhibit 5 page 2

Created with Scanner Pro

Registered No. RF268245381US		Date Stamp 0646 20 SEP 22 2021 USPS 64220
Postage \$ 1.36	Extra Services & Fees (continued)	
Extra Services & Fees \$13.75	<input type="checkbox"/> Signature Confirmation	
<input type="checkbox"/> Registered Mail	<input type="checkbox"/> Signature Confirmation	
<input type="checkbox"/> Return Receipt (hardcopy) \$3.05	<input type="checkbox"/> Restricted Delivery	
<input type="checkbox"/> Return Receipt (electronic) \$0.00	<b>Total Postage &amp; Fees \$ 18.16</b>	
<input type="checkbox"/> Restricted Delivery \$		
Customer Must Declare Full Value \$0.00	Received by 09/22/2021	Domestic Insurance up to \$50,000 is included based upon the declared value. International indemnity is limited. (See Reverse)

OFFICIAL USE	
SAN ANGELO, CA 94960	
EIGIL QWIS	
FROM	1546 SAN ANGELO AVE. SAN ANGELO CA 94960
TO	
CAROL ISEN CCSF	
DEPT OF CALIFORNIA RESOURCES DIR.	
1 SOUTH VANNESS AVE 4TH FLOOR	
SAN FRANCISCO CA 94103	

PS Form 3806, Registered Mail Receipt  
April 2015, PSN 7530-02-000-9051  
For domestic delivery information, visit our website at [www.usps.com](http://www.usps.com)

Grand Total: \$18.16  
Cash \$20.00  
Change -\$1.84

# TY AND FEE SCHEDULE AND DEMAND ) CEASE AND DESIST

## READ CAREFULLY

USPS is experiencing unprecedented volume increases and limited employee availability due to the impacts of COVID-19. We appreciate your patience.

Text your tracking number to 28777 (2USPS) to get the latest status. Standard Message and Data rates may apply. You may also visit [www.usps.com](http://www.usps.com). USPS Tracking on call.

our subordinates, and your or their replacements, successors, your "SILENCE" in the matter concerning my sent to you on July, 16th 2021 via registered mail tracking r failure to respond to this CONDITIONAL ACCEPTANCE LT and deemed without just cause to proceed pursuant to U.S. v. Tweel, 550 F.2d 297, 299 (1977); YOU HAVE NOW BEEN Bowen, 64 A. 932 (1906) per the NOTICE OF ESTOPPEL NCE sent to you on July 29th, 2021 via registered mail from any and all future action(s), order(s), challenges, and/or

LE OPPORTUNITY AND HAD AN OBLIGATION TO rovide in affidavit form proof of your Lawful authority (in w pursuant to the Constitution for the united States of America and/or your response to my CONDITIONAL t basis to enforce any health "policy", "mandate", "order" or igation to promptly respond to this matter in affidavit form. : trust. Lack of timely response resulted in your acquiescence

AND DEMAND TO CEASE AND DESIST  
ithout Prejudice  
LS, NOTICE TO PRINCIPALS IS NOTICE TO AGENTS

Page 1 of 3

Exhibit 5 page 3

Created with Scanner Pro

**SENDER COMPLETE THIS SECTION**

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

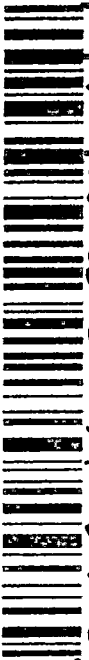
CAROL TSEN

CCSF DEP. HUMAN RESOURCES

DIRECTOR

1 SOUTH VAN NESS AVE 4<sup>th</sup> Floor

SAN FRANCISCO CA 94103



9590 9402 5815 0034 8712 84

2. Article Number (Transfer from service label)

**COMPLETE THIS SECTION ON DELIVERY**

A. Signature

X

*[Handwritten Signature]*

☐ Agent

B. Received by (Printed Name)

*[Handwritten Name]*

C. Date of Delivery

09-23-21

☐ Addressee

D. Is delivery address different from item 1?

If YES, enter delivery address below:

☐ Yes  
☒ No

3. Service Type

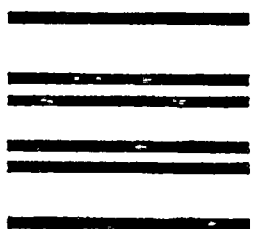
- |  |   |
|--|---|
| <input type="checkbox"/> Adult Signature                               | <input type="checkbox"/> Priority Mail Express®                     |
| <input type="checkbox"/> Adult Signature Restricted Delivery           | <input checked="" type="checkbox"/> Registered Mail™                |
| <input type="checkbox"/> Certified Mail®                               | <input type="checkbox"/> Registered Mail Restricted Delivery        |
| <input type="checkbox"/> Certified Mail Restricted Delivery            | <input type="checkbox"/> Return Receipt for Merchandise             |
| <input type="checkbox"/> Collect on Delivery                           | <input type="checkbox"/> Signature Confirmation™                    |
| <input type="checkbox"/> Collect on Delivery Restricted Delivery       | <input type="checkbox"/> Signature Confirmation Restricted Delivery |
| <input type="checkbox"/> Insured Mail                                  |   |
| <input type="checkbox"/> Insured Mail Restricted Delivery (over \$500) |   |

PS Form 3811, July 2015 PSN 7530-02-000-9053

Domestic Return Receipt

Created with Scanner Pro

USPS TRACKING #



First-Class Mail  
Postage & Fees Paid  
USPS  
Permit No. G-10

9590 9402 5815 0034 8712 84

United States  
Postal Service

• Sender: Please print your name, address, and ZIP+4® in this box •

Eileen Davis  
1546 SAN ANSELMO AVE  
SAN ANSELMO CA 94960

Created with Scanner Pro

# EXHIBIT 6

CAROL ISEN, DIRECTOR, DEPRATRMET OF HUMAN RESOURCES  
CITY AND COUNTY OF SAN FRANCISCO, CALIFORNIA - September 16, 2021

## NOTICE OF VIOLATIONS

This **NOTICE** is to inform you of your **VIOLATION(S)** of my **CONSTITUTIONALLY PROTECTED RIGHTS** (Article 4:2:1) or **ANY OTHER RIGHTS, PRIVILEGES, OR IMMUNITIES** that I may have. **VIOLATION(S) OF DUE PROCESS OF LAW** as is required by Statutes or the Constitution for the united States of America or any State Constitution.

**BE IT KNOWN** that you are **FOLLOWING/CONSPIRING** Orders/Mandates of officials who **DO NOT HAVE THE AUTHORITY TO ISSUE**. **THEREFORE**, you are **PARTICIPATING** IN A **CONSPIRACY** as set forth in Local and Federal Statutes.

**YOU WILL BE HELD FULLY RESPONSIBLE AND PERSONALLY LIABLE** for your actions under the Racketeering/RICO Statutes as set forth in this **NOTICE**.

**YOU ARE ALSO REQUIRED** to **PROVIDE ME** with the **CRIMINAL LAW** and/or **CIVIL STATUTE PASSED** by the **LEGISLATURE** and **VOTED** into the **LAWS/STATUTES BY THE PEOPLE**. The **STATUTE, ACT, MANDATE** and **DEMAND, SIGNED INTO LAW** that applies to me **PERSONALLY**.

### WARNING

**U.S. CODE TITLE 18, CHAPTER 13, SECTIONS 241 & 242**

**MAKES IT A FELONY TO USE OR CONSPIRE TO USE COLOR OF LAW TO EN-FORCE A CODE OR REGULATION WHICH RESULTS IN THE VIOLATION OF A PERSON'S RIGHTS. VIOLATORS WILL BE PROSECUTED.**

**TITLE 18 U.S.C, SECTION 241:**

**CONSPIRACY AGAINST RIGHTS OF CITIZENS IF TWO OR MORE PERSONS CONSPIRE TO INJURE, OPPRESS, THREATEN OR INTIMIDATE ANY CITIZEN IN THE FREE EXERCISE OR ENJOYMENT OF ANY RIGHT OR PRIVILEGE SECURED TO HIM BY THE CONSTITUTION OR LAWS OF THE UNITED STATES, OR BECAUSE OF HIS HAVING EXERCISED THE SAME: OR IF TWO OR MORE PERSONS GO IN DISGUISE ON THE HIGHWAY, OR ON THE PREMISES OF ANOTHER, WITH THE INTENT TO PREVENT OR HINDER HIS FREE EXERCISE OR ENJOYMENT OF ANY RIGHT OR PRIVILEGE SO SECURED- THEY SHALL BE FINED NOT MORE THAN \$10,000 OR IMPRISONED NOT MORE THAN 10 YEARS, OR BOTH: AND IF DEATH RESULTS, THEY SHALL BE SUBJECT TO IMPRISONMENT FOR ANY TERM OF YEARS OR FOR LIFE.**

**TITLE 18 U.S.C, SECTION 242 DEPRIVATION OF RIGHTS UNDER COLOR OF LAW:**

**WHOEVER, UNDER COLOR OF ANY LAW, STATUTE, ORDINANCE, REGULATION, OR CUSTOM, WILLFULLY SUBJECTS ANY INHABITANT OF ANY STATE, TERRITORY, OR DISTRICT TO THE DEPRIVATION OF ANY RIGHTS, PRIVILEGES, OR IMMUNITIES SECURED OR PROTECTED BY THE CONSTITUTION OR LAWS OF THE UNITED STATES, OR TO DIFFERENT PUNISHMENTS, PAINS OR PENALTIES, ON ACCOUNT OF SUCH INHABITANT BEING AN ALIEN, OR BY REASON OF HIS COLOR, OR RACE, THAN ARE PRESCRIBED FOR THE PUNISHMENT OF CITIZENS, SHALL BE FINED NOT MORE THAN \$1,000 OR IMPRISONED NOT MORE THAN ONE YEAR, OR BOTH: AND IF DEATH RESULTS SHALL BE SUBJECT TO IMPRISONMENT FOR ANY TERM OF YEARS OR FOR LIFE.**

**TITLE 42 U.S.C, CHAPTER 21, SECTION 1983:**

**"WHEN TWO OR MORE PERSONS CONSPIRE TO USE FORCE, INTIMIDATION OR THREAT, OR TO INJURE A PERSON, AND DEPRIVES THEM OF THE RIGHTS AND PRIVILEGES AS A UNITED STATES CITIZEN, THE PARTY INJURED MAY HAVE AN ACTION FOR THE RECOVERY OF DAMAGES, OCCASIONED BY SUCH INJURY OR DEPRIVATION, AGAINST ANY ONE OR MORE OF THE CONSPIRATORS".**

Page 1 of 1

Exhibit 6 page 1

Created with Scanner Pro

Registered No. RF268245381US

Postage \$1.36

Extra Services & Fees \$13.75

Registered Mail \$13.75

Return Receipt (hardcopy) \$3.05

Return Receipt (electronic) \$0.00

Restricted Delivery \$0.00

Total Postage & Fees \$18.16

Extra Services & Fees (continued)

Signature Confirmation \$

Signature Confirmation Restricted Delivery \$

Customer Must Declare Full Value \$0.00

Received by 09/22/2021

Domestic Insurance up to \$50,000 is included based upon the declared value. International indemnity is limited. (See Reverse)

Date Stamp 0646 20 SEP 22 2021

OFFICIAL USE

SAN ANSELMO, CA 94960

EIGLE, QWIST

1546 SAN ANSELMO AVE.

SAN ANSELMO CA 94960

FROM

CAROLISEN CCSF

DEPT. OF HEALTH CARE SERVICES DIR.

1 SOUTH VAN NESS AVE 4th Floor

SAN FRANCISCO CA 94103

TO

CO

S

OR

PS Form 3806, Registered Mail Receipt

April 2015, PSN 7530-02-000-9051

For domestic delivery information, visit our website at www.usps.com

Copy 1 - Customer (See Information on Reverse)

Grand Total: \$18.16

Cash \$20.00

Change -\$1.84

\*\*\*\*\*

USPS is experiencing unprecedented volume increases and limited employee availability due to the impacts of COVID-19. We appreciate your patience.

\*\*\*\*\*

Text your tracking number to 28777 (2USPS) to get the latest status. Standard Message and Data rates may apply. You may also visit [www.usps.com](http://www.usps.com). HSDS: Tracking on call.

our subordinates, and your or their replacements, successors, your "SILENCE" in the matter concerning my sent to you on July, 16th 2021 via registered mail tracking or failure to respond to this CONDITIONAL ACCEPTANCE LT and deemed without just cause to proceed pursuant to U.S. v. Tweel, 550 F.2d 297, 299 (1977); YOU HAVE NOW BEEN Bowen, 64 A. 932 (1906) per the NOTICE OF ESTOPPEL NCE sent to you on July 29th, 2021 via registered mail from any and all future action(s), order(s), challenges, and/or

LE OPPORTUNITY AND HAD AN OBLIGATION TO provide in affidavit form proof of your Lawful authority (in w pursuant to the Constitution for the united States of America and/or your response to my CONDITIONAL basis to enforce any health "policy", "mandate", "order" or igation to promptly respond to this matter in affidavit form. : trust. Lack of timely response resulted in your acquiescence

AND DEMAND TO CEASE AND DESIST

Without Prejudice

LS, NOTICE TO PRINCIPALS IS NOTICE TO AGENTS

Exhibit 6 page 2

Created with Scanner Pro

**SENDER COMPLETE THIS SECTION**

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

CAROL TSEN

CCSF DEP. HUMAN RESOURCES

DIRECTOR

1 SOUTH VAN NESS AVE 4<sup>th</sup> Floor

SAN FRANCISCO CA 94103



9590 9402 5815 0034 8712 84

2. Article Number (Transfer from service label)

PS Form 3811, July 2015 PSN 7530-02-000-9053

**COMPLETE THIS SECTION ON DELIVERY**

A. Signature

☒ X

*[Signature]*

☐ Agent

B. Received by (Printed Name)

*[Signature]*

C. Date of Delivery

09-23-21

☐ Addressee

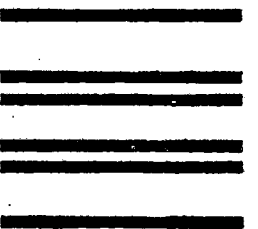
D. Is delivery address different from item 1? ☐ Yes  
If YES, enter delivery address below: ☐ No

3. Service Type

- |  |   |
|--|---|
| <input type="checkbox"/> Adult Signature                               | <input type="checkbox"/> Priority Mail Express®                     |
| <input type="checkbox"/> Adult Signature Restricted Delivery           | <input checked="" type="checkbox"/> Registered Mail™                |
| <input type="checkbox"/> Certified Mail®                               | <input type="checkbox"/> Registered Mail Restricted Delivery        |
| <input type="checkbox"/> Certified Mail Restricted Delivery            | <input type="checkbox"/> Return Receipt for Merchandise             |
| <input type="checkbox"/> Collect on Delivery                           | <input type="checkbox"/> Signature Confirmation™                    |
| <input type="checkbox"/> Collect on Delivery Restricted Delivery       | <input type="checkbox"/> Signature Confirmation Restricted Delivery |
| <input type="checkbox"/> Insured Mail                                  |   |
| <input type="checkbox"/> Insured Mail Restricted Delivery (over \$500) |   |

Domestic Return Receipt

USPS TRACKING #



First-Class Mail  
Postage & Fees Paid  
USPS  
Permit No. G-10

9590 9402 5815 0034 8712 84

United States  
Postal Service

• Sender: Please print your name, address, and ZIP+4® in this box.

Eric Lewis  
1546 SAN ANSELMO AVE  
SAN ANSELMO CA 94960

Cred with Inner Pro

# EXHIBIT 7

From: Eigil Qwist  
1546 San Anselmo ave,  
San Anselmo Ca, [94960]TDC  
(415) 624 6287  
qwistar@me.com

COPY

To: CAROL ISEN  
CITY AND COUNTY OF SAN FRANCISCO  
HUMAN RESOURCES DIRECTOR  
DEPARTMENT OF HUMAN RESOURCES  
ONE SOUTH VAN NESS AVE. 4TH FLOOR  
SAN FRANCISCO, CA, 94103-5413  
(415) 557- 4800  
carol.isen@sfgov.org

Date: September 24, 2021

**NOTICE OF VIOLATION OF ESTOPPEL AND LAWFUL CLAIM  
AND ACTIVATION OF FEE SCHEDULE  
READ CAREFULLY**

**YOU ARE HEREBY NOTICED** that you are in **VIOLATION OF ESTOPPEL** and I now have a **LAWFUL CLAIM** against you for which you will be held personally liable as a result of your continued unlawful actions against Me, after you failed to address the **CONDITIONAL ACCEPTANCE** and you have continued to violate my natural, unalienable, constitutionally protected and secured Rights, including at minimum violations of The Bill of Rights of the California Constitution 1849, in particular, The Preamble, Article 1, Sections 1, 2, 3, 6, 7, 8, 9, 10, 11, 16, and 19 as well as the First, Fourth, Fifth, Ninth and Tenth Amendments to the Constitution for the united States of America.

**YOU WERE GIVEN REASONABLE OPPORTUNITY AND HAD AN OBLIGATION TO TIMELY RESPOND** to my **CONDITIONAL ACCEPTANCE** sent to you on July 16, 2021 via registered mail, tracking number: RE495417798US in affidavit form and provide proof of your **lawful authority** (in proper compliance with governing law pursuant to the California State Constitution and the Constitution for the united States of America) to enforce any health "policy", "mandate", "order" or "guideline" on me.

**Your failure to timely respond ("silence" when you were required to speak) resulted in your acquiescence and tacit agreement that you do NOT have lawful authority in this matter, which is now established as a settled fact.**

"Tacit" is defined by *Ballentine's Law Dictionary*, Third Edition, page 1252:  
"Silent; not expressed; implied;" and by *Bouvier's Law Dictionary*, 14 Edition, Vol II, page 576: "That which although not expressed, is understood from the nature of

NOTICE OF VIOLATION OF ESTOPPEL AND LAWFUL CLAIM AND ACTIVATION OF FEE SCHEDULE  
All Rights Reserved; None Waived; Without Prejudice  
NOTICE TO AGENTS IS NOTICE TO PRINCIPALS, NOTICE TO PRINCIPALS IS NOTICE TO AGENTS

Page 1 of 3

Exhibit 7 Page 1

Created with Scanner Pro

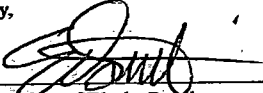
**YOU ARE THUS HEREBY NOTICED THAT YOU ARE IN VIOLATION OF ESTOPPEL AND HAVE NOW ACTIVATED AND ACCEPTED THE TERMS AND OBLIGATIONS OF MY FEE SCHEDULE ON SEPTEMBER 24, 2021, as a result of your continued unlawful actions against me.**

**You will be held personally liable for damages, and fees owed will continue to accrue until this matter is settled in full.**

**YOU ARE AGAIN DEMANDED TO CEASE AND DESIST IMMEDIATELY ALL UNLAWFUL ACTIVITY AND ACTIONS AGAINST ME.**


With explicit reservation of all my unalienable and constitutionally protected rights (Article 4:2:1), and any other rights, privileges, or immunities that I may have, with none waived, and without prejudice.


Very Truly,

  
Eigil Qvist, One of We the People  
In Pro Per, In Sui Juris

Date

9-25-21

  
Witness signature #1

  
Witness signature #2

Enclosures:

NOTICE OF ESTOPPEL BY SILENCE

NOTICE OF VIOLATION OF ESTOPPEL AND LAWFUL CLAIM AND ACTIVATION OF FEE SCHEDULE  
All Rights Reserved; None Waived; Without Prejudice  
NOTICE TO AGENTS IS NOTICE TO PRINCIPALS; NOTICE TO PRINCIPALS IS NOTICE TO AGENTS

Page 3 of 3

Exhibit 7 page 2

Created with Scanner Pro

Registered No. **REL 195 442483 US**

Date Stamp  
MISSION STATION  
SAN FRANCISCO CA  
94110  
SEP 2021  
USPS

To Be Completed By Post Office

Postage \$	Extra Services & Fees
Extra Services & Fees	<input type="checkbox"/> Signature Confirmation
<input type="checkbox"/> Registered Mail \$	\$
<input type="checkbox"/> Return Receipt (hardcopy) \$	<input type="checkbox"/> Signature Confirmation Restricted Delivery
<input type="checkbox"/> Return Receipt (electronic) \$	\$
<input type="checkbox"/> Restricted Delivery \$	Total Postage & Fees
\$	\$

Customer Must Declare Full Value \$13.75

Received by

Domestic Insurance up to \$50,000 is included based upon the declared value. International indemnity is limited. (See Reverse)

OFFICIAL USE

To Be Completed By Customer (Please Print)

FROM

TO

San Diego, CA 92105

Weight: 0 lb 1.10 oz

Estimated Delivery Date Mon 10/04/2021

Tracking #: 9500 1131 2378 1273 8532 90

Priority Mail® 3-Day 1

Kailua, HI 96734

Weight: 4 lb 11.00 oz

Expected Delivery Date Mon 10/04/2021

Tracking #: 9505 5131 2378 1273 8533 09

Insurance Up to \$50.00 included \$0.00

Total \$27.20

First-Class Mail® 1

Large Envelope

San Francisco, CA 94103

Weight: 0 lb 1.50 oz

Estimated Delivery Date Mon 10/04/2021

Registered Mail® \$13.75

Amount: \$0.00

Tracking #: RE495442483US

Return Receipt \$3.05

Tracking #: 9590 9402 6564 1028 9543 78

Total \$18.16

Grand Total: \$55.60

Debit Card Remitted

Card Name: VISA

Account #: XXXXXXXXXX1435

Approval #: 095270

Transaction #: 036

Receipt #: 045784

Debit Card Purchase: \$55.60

AID: A000000980840

AL: US DEBIT

PIN: Verified

COPY

SCO

ES

OR

# **TOPPEL AND LAWFUL CLAIM OF FEE SCHEDULE REFULLY**

a VIOLATION OF ESTOPPEL and I now  
b you will be held personally liable as a result of  
you failed to address the CONDITIONAL  
c my natural, unalienable, constitutionally  
m violations of The Bill of Rights of the  
ramble, Article 1, Sections 1, 2, 3, 6, 7, 8, 9, 10,  
Jinth and Tenth Amendments to the Constitution

TUNITY AND HAD AN OBLIGATION TO  
.CCEPTANCE sent to you on July 16, 2021 via  
IS in affidavit form and provide proof of your  
erning law pursuant to the California State  
tates of America) to enforce any health "policy",

you were required to speak) resulted in your  
NOT have lawful authority in this matter which

ictionary, Third Edition, page 1252:  
vier's Law Dictionary, 14 Edition, Vol  
ssed, is understood from the nature of

IM AND ACTIVATION OF FEE SCHEDULE

TO PRINCIPALS IS NOTICE TO AGENTS

Page 1 of 3

\*\*\*\*\*  
USPS is experiencing unprecedented volume  
increases and limited employee  
availability due to the impacts of

Exhibit 7 Page 3

Created with Scanner Pro

Tracking Number: RE495442483US

Your item was delivered to the front desk, reception area, or mail room at 1:31 pm on October 1, 2021 in SAN FRANCISCO, CA 94103.

Status

 **Delivered, Front Desk/Reception/Mail Room**

October 1, 2021 at 1:31 pm  
SAN FRANCISCO, CA 94103

Get Updates 

Delivered

Text & Email Updates



Tracking History



Product Information



# EXHIBIT 8

**Fwd: New Vaccine and Face Covering Policy for City Employees**

---

**From:** DHR Alert (HRD) hrd.noreply@sfgov.org

**Date:** Wed, Jun 23, 2021, 17:18

DHR\_Face Coverings Policy\_6.23.21.pdf 306 KB

DHR\_Vaccination Policy\_6.23.21.pdf 228 KB

Dear City employee-

According to the federal Centers for Disease Control (CDC), the California Department of Public Health, and the San Francisco County Health Officer, COVID-19 continues to pose a risk, especially to individuals who are not fully vaccinated, and certain safety measures remain necessary to protect against COVID-19 cases and deaths. Vaccination is the most effective way to prevent transmission and limit COVID-19 hospitalizations and deaths.

This email is to provide you with information about the new vaccination related requirements for all City employees, which require all employees to:

1. report their vaccination status to the City no later than July 29, 2021, and if they are fully vaccinated, to provide documentation to verify that status; and
2. be fully vaccinated and report that vaccination status to the City no later than 10 weeks after the Federal Food & Drug Administration (FDA) gives final approval to at least one COVID-19 vaccine.

The policy will be effective as of Monday, June 28, 2021. All employees will have 30 days (until July 29, 2021) to report their vaccination status including documentation verifying that status, using the City's People and Pay system through a link that will be found on the Employee Portal. All employees must provide the name of vaccine, date(s) of vaccination, and upload documentation into the system. This information will remain protected under existing City standard procedures for keeping any protected information in your employee file confidential.

If you need assistance uploading your verification to the Employee Portal or have other related questions, please reach out to your department human resource representative.

As always, thank you for all you are doing to support the residents of the City and County of San Francisco.

Sincerely,

Carol Isen  
Human Resources Director



**COVID-19 Vaccination Policy**  
**Issued June 23, 2021**  
**Effective June 28, 2021**

**PURPOSE STATEMENT**

The City and County of San Francisco (City) must provide a safe and healthy workplace, consistent with COVID-19 public health guidance and legal requirements, to protect its employees and the public as it reopens services and returns more employees to workplaces.

According to the federal Centers for Disease Control (CDC), the California Department of Public Health, and the San Francisco County Health Officer, COVID-19 continues to pose a risk, especially to individuals who are not fully vaccinated, and certain safety measures remain necessary to protect against COVID-19 cases and deaths. Vaccination is the most effective way to prevent transmission and limit COVID-19 hospitalizations and deaths.

On June 17, 2021, Governor Newsom issued Executive Order No. N-09-21, which implements new State Division of Occupational Safety and Health (Cal/OSHA) rules, effective June 17, 2021. These rules require employers to take specific measures to protect employees from COVID-19, including enforcing masking and quarantine requirements, and offering COVID-19 testing and time off, for employees who are unvaccinated or for whom the employer does not have documentation verifying they are fully vaccinated. Unvaccinated employees are at greater risk of contracting and spreading COVID-19 within the workplace and to the public that depends on City services.

To best protect its employees and fulfill its obligations to the public, effective June 28, 2021, the City's policy is to require that all employees must, as a condition of employment: (1) report their vaccination status to the City; and (2) be fully vaccinated and report that vaccination status to the City no later than 10 weeks after the Federal Food & Drug Administration (FDA) gives final approval to at least one COVID-19 vaccine.

**LEGAL REQUIREMENTS**

Cal/OSHA's COVID-19 Temporary Emergency Standard, revised June 17, 2021 and effective June 17, 2021 by Governor Newsom's Executive Order No. N-09-21, requires employers to verify and document that an employee is fully vaccinated before allowing that employee to discontinue masking indoors (except at certain worksites where a face covering remains required even for fully-vaccinated employees). For unvaccinated employees or employees for whom the City does not have documentation verifying fully vaccinated status, the City must enforce masking, provide COVID-19 testing for employees following a close contact in the workplace or anytime they have COVID-19 symptoms, and exclude these employees from the workplace for at least

City and County of San Francisco  
Carol Isen  
Human Resources Director



Department of Human Resources  
*Connecting People with Purpose*  
[www.sfdhr.org](http://www.sfdhr.org)

**COVID-19 Vaccination Policy**  
**Issued June 23, 2021**  
**Effective June 28, 2021**

**PURPOSE STATEMENT**

The City and County of San Francisco (City) must provide a safe and healthy workplace, consistent with COVID-19 public health guidance and legal requirements, to protect its employees and the public as it reopens services and returns more employees to workplaces.

According to the federal Centers for Disease Control (CDC), the California Department of Public Health, and the San Francisco County Health Officer, COVID-19 continues to pose a risk, especially to individuals who are not fully vaccinated, and certain safety measures remain necessary to protect against COVID-19 cases and deaths. Vaccination is the most effective way to prevent transmission and limit COVID-19 hospitalizations and deaths.

On June 17, 2021, Governor Newsom issued Executive Order No. N-09-21, which implements new State Division of Occupational Safety and Health (Cal/OSHA) rules, effective June 17, 2021. These rules require employers to take specific measures to protect employees from COVID-19, including enforcing masking and quarantine requirements, and offering COVID-19 testing and time off, for employees who are unvaccinated or for whom the employer does not have documentation verifying they are fully vaccinated. Unvaccinated employees are at greater risk of contracting and spreading COVID-19 within the workplace and to the public that depends on City services.

To best protect its employees and fulfill its obligations to the public, effective June 28, 2021, the City's policy is to require that all employees must, as a condition of employment: (1) report their vaccination status to the City; and (2) be fully vaccinated and report that vaccination status to the City no later than 10 weeks after the Federal Food & Drug Administration (FDA) gives final approval to at least one COVID-19 vaccine.

**LEGAL REQUIREMENTS**

Cal/OSHA's COVID-19 Temporary Emergency Standard, revised June 17, 2021 and effective June 17, 2021 by Governor Newsom's Executive Order No. N-09-21, requires employers to verify and document that an employee is fully vaccinated before allowing that employee to discontinue masking indoors (except at certain worksites where a face covering remains required even for fully-vaccinated employees). For unvaccinated employees or employees for whom the City does not have documentation verifying fully vaccinated status, the City must enforce masking, provide COVID-19 testing for employees following a close contact in the workplace or anytime they have COVID-19 symptoms, and exclude these employees from the workplace for at least

One South Van Ness Avenue, 4<sup>th</sup> Floor • San Francisco, CA 94103-5413 • (415) 557-4800

**Exhibit 8 Page 3**

**Created with Scanner Pro**

10 days after a close contact. Upon request, the City also must provide non-vaccinated employees with respirators (N95 masks) and provide education about using that type of mask.

#### STATEMENT OF POLICY

To protect the City's workforce and the public that it serves, all City employees must report their vaccination status to the City. The City will use this information to enforce the Cal/OSHA masking, testing, quarantine and other requirements and compliance with this Policy.

In addition, except as otherwise provided below, all City employees must be fully vaccinated no later than 10 weeks after the FDA gives final approval to at least one COVID-19 vaccine. Employees with a medical condition or other medical restriction that affects their eligibility for a vaccine, as verified by their medical provider, or those with a sincerely held religious belief that prohibits them from receiving a vaccine, may request a reasonable accommodation to be excused from this vaccination requirement. The City will review requests for accommodation on a case-by-case basis consistent with existing procedures for reasonable accommodation requests. Employees who previously reported that they were unvaccinated must update their status once they are fully vaccinated.

Failure to comply with this policy may result in discipline up to and including termination of employment.

#### Process for Reporting Vaccination Status

All City employees must report their vaccination status into People and Pay using the COVID-19 Vaccination Status Form no later than July 29, 2021, with the following information:

- The type of vaccine obtained (Moderna, Pfizer, or Johnson & Johnson);
- Date of first dose of vaccine;
- Date of second dose of vaccine for a 2-dose vaccine;
- Declaration under penalty of perjury that they have been fully vaccinated; and
- Uploaded documentation verifying proof of vaccination status. Proof of vaccination can include a copy of the CDC Covid-19 Vaccination Record Card, documentation of vaccine from the employee's healthcare provider, or documentation issued by the State of California by going to: <https://myvaccinerecord.cdph.ca.gov/>

To be fully vaccinated, 14 days must have passed since an employee received the final dose of a two-shot vaccine or a dose of a one-shot vaccine. Employees who are not fully vaccinated but partially vaccinated as of July 29, 2021 shall provide that information. All unvaccinated employees must continue to comply with masking, testing, and other safety requirements until they are fully vaccinated and have reported and documented that status to the City consistent with this Policy.

**COVID-19 Vaccination Policy**  
June 23, 2021

Unless excused through an approved reasonable accommodation request, all employees must comply with the requirement to be fully vaccinated and submit documentation of that status no later than 10 weeks after the FDA gives final approval to at least one COVID-19 vaccine.

**POLICY IMPLEMENTATION**

Employees must report their vaccination information and upload documentation verifying that status into the City's People & Pay system using the Employee Portal. Only City employees authorized to access employee personnel information will have access to the medical portion of the file. The City will share information about an employee's vaccination status only on a need-to-know basis, including to the employee's department, managers, and supervisors for the purpose of enforcing masking and safety requirements.

The first date that a fully vaccinated employee who has provided verification and documentation of that status to the City is allowed to unmask at indoor work sites is July 6, 2021. Thereafter, Departments will receive updated information on a weekly basis. Fully vaccinated employees may not remove masks at work until their department has been provided with the information necessary to confirm their status and enforce these requirements.



**Face Covering Requirements At Work  
COVID-19 Prevention  
Revised June 23, 2021**

**Revision Note:** This Face Covering Requirements at Work policy (Policy) supersedes the Face Covering Requirements at Work policy issued June 5, 2020 and amended August 3, 2020. The revision complies with Governor Newsom's Executive Order No. N-09-21, which implements new State Division of Occupational Safety and Health (Cal/OSHA) rules effective June 17, 2021.

The changes in this Policy specify the face covering requirements for employees based on vaccination status, as reported and documented by employees pursuant to the Vaccine Policy issued June 23, 2021.

**POLICY**

This Policy applies to all City employees, except employees whose work is governed by the safety requirements in the Cal/OSHA Aerosol Transmissible Disease Standard (ATD Standard). The ATD Standard generally applies to workplaces where employees have an elevated risk of contracting disease, such as healthcare settings where patients are present, including hospitals, medical clinics, skilled nursing facilities, home health care, long-term healthcare facilities, medical transport, and paramedic response. If employees have questions about whether this Policy or the ATD Standard applies to them, they should ask their supervisor or departmental Human Resources personnel.

All employees subject to this Policy must comply with its requirements. Generally, employees are not required to wear face coverings when working outdoors. Employees who have submitted documentation to the City verifying that they are fully vaccinated are not required to wear face coverings indoors or outdoors, except as otherwise described in this Policy. Employees who have not submitted documentation verifying fully vaccinated status must wear a face covering indoors, except as otherwise described in this Policy.

The first date that a fully vaccinated employee who has provided documentation of that status to the City is allowed to unmask at indoor work sites is July 6, 2021. Thereafter, Departments will receive updated information on a weekly basis. Fully vaccinated employees may not remove masks at work until their department has been provided with the information necessary to confirm their status and enforce these requirements.

Departments must enforce face covering requirements for employees who have not submitted documentation to the City verifying that they are fully vaccinated. Upon request, departments must also provide employees who are not documented as fully vaccinated and who are working indoors or in vehicles with more than one person with respirators (N95 mask) for voluntary use (although these employees must wear some face covering, even if they elect not to wear a respirator). Departments must provide face coverings to any employee regardless of vaccination status.

These safety rules are essential to protect the health of City employees and the public. All employees subject to this Policy must comply with them. If an employee is unable to comply with this face covering requirement

One South Van Ness Avenue, 4<sup>th</sup> Floor • San Francisco, CA 94103-5413 • (415) 557-4800

**Face Covering Requirements**  
June 23, 2021

based on a qualifying disability or medical restrictions or because of a sincerely held religious belief; they may request an accommodation by contacting their departmental Human Resources representative.

Employees shall be sent home and may use sick leave, if available, during the interactive reasonable accommodation process, unless the department determines telecommuting is available and appropriate.

**An employee who fails to comply with these face covering requirements will receive one direct notice of the requirement and will be given an immediate opportunity to comply with the requirement. If the employee does not immediately comply, the employee will be sent home on vacation or accrued leave, other than sick leave. If the employee does not comply with the requirement a second time, the City will proceed with discipline up to and including separation from employment. There is no tolerance for employees who will not adhere to these reasonable and necessary safety requirements.**

**Vaccination Status Defined**

For purposes of this Policy and City employment, an employee is considered fully vaccinated when they have submitted documentation to the City verifying that it has been at least 14-days since their final dose of a COVID-19 vaccine, consistent with the City's Vaccination Policy. Employees who have not submitted proof of vaccination are considered unvaccinated.

**Face Coverings Defined**

A face covering means a surgical mask, a medical procedure mask, a voluntarily worn respirator, or a cloth covering that is two-layers, without holes, and that fits closely around and covers the nose, mouth, and surrounding areas of the lower face. Face coverings may not have a one-way valve (an "exhaust valve"), typically a small plastic square or disc on the front or side of the face covering, that is designed to allow easy exhaling.

Bandanas, scarves, turtlenecks, ski masks, balaclavas, plastic face shields, or single-layer fabric coverings are not acceptable.

Unvaccinated employees who have a medical exemption from wearing a face covering due to a medical condition or disability may wear an effective non-restrictive alternative, such as a face shield with a drape on the bottom, if their condition or disability permits it.

**Face Covering Requirements**

All employees, including fully vaccinated employees, must continue to wear face coverings at work in the following locations as required by State and Federal law:

- On public transit (airplanes, ships, ferries, trains, subways, buses, taxis, and ride-shares) and in transportation hubs (airport, bus terminal, marina, train station, seaport or other port, subway station, or any other area that provides transportation);
- Indoors at K-12 schools, childcare and other youth settings;
- Healthcare settings (including long-term care facilities);
- State and local correctional facilities and detention centers; and
- Homeless shelters, emergency shelters, and cooling centers.

In addition, in certain circumstances such as an outbreak, all employees regardless of vaccination status may be required to wear a face covering, regardless of whether working indoors or outdoors.

**Face Covering Requirements**  
June 23, 2021

In certain circumstances, departments may determine that additional Personal Protective Equipment is necessary during high-risk activities or to comply with other governmental requirements. Any additional requirements must be included in the department's COVID-19 Prevention Plan required by Cal/OSHA.

Except as provided above and beginning July 6, 2021, fully vaccinated employees are not required to wear a face covering indoors if they have submitted the required documentation to the City. Employees who provide documentation after that will be allowed to remove face coverings in indoor workspaces on the Monday following the receipt of the necessary information to ensure that the departments may enforce the safety requirements.

Employees who are **unvaccinated** (including those who have not submitted documentation verifying their fully vaccinated status) must also continue to wear a face covering as follows:

- **Indoors:** Unvaccinated employees must wear a face covering indoors with the following exceptions:
  - When eating and drinking while maintaining 6-foot distancing;
  - When working alone in a private office so long as the employee can put on the face covering quickly if someone enters; and
  - When the employee's department determines that wearing a face covering while working would create a safety risk to the employee.
- **Vehicles:** Unvaccinated employees must wear a face covering when in a vehicle with another person.

Employees who are vehicle operators of a bus or public transit vehicle must continue to wear face coverings at all times, even if fully vaccinated.

## **General Order 21 A-51, CCSF DHR Revised Face Covering Policy and Vaccination Policy**

---

**From:** Aguas-Aclan, Kathy (FIR) kathy.aguas-aclan@sfgov.org

**Date:** Mon, Jun 28, 2021, 16:59

21 A-51 Attachment A\_DHR Face Coverings Policy.pdf 291 KB

21 A-51 Attachment B\_DHR Vaccination Policy.pdf 216 KB

SAN FRANCISCO FIRE DEPARTMENT

GENERAL ORDER

File Code 21 A-51

June 28, 2021

**From:** Chief of Department

**To:** Distribution List "A,,

**Subject:** CCSF DHR Revised Face Covering Policy and Vaccination Policy

**Reference:** Rules & Regulations, Sec. 402

**Enclosure:** CCSF DHR Face Covering Policy

CCSF DHR Vaccination Policy

**Officer Endorsement:**

Sec 1108 – R. & R. \_\_\_\_\_

**1. In accordance with the Department of Human Resources June 23, 2021 Vaccination Policy:**

To best protect its employees and fulfill its obligations to the public, effective June 28, 2021, the City's policy is to require that all employees must, as a condition of employment:

- (1) report their vaccination status to the City; and
- (2) be fully vaccinated and report that vaccination status to the City no later than 10 weeks after the Federal Food & Drug Administration (FDA) gives final approval to at least one COVID-19 vaccine.

**2. Process for Reporting Vaccination Status:**

All City employees must report their vaccination status into <https://sfgov.org/sfc/employee-gateway> using the COVID-19 Vaccination Status Form no later than July 29, 2021, with the following information:

1/3

Exhibit 8 Page 9

**Created with Scanner Pro**

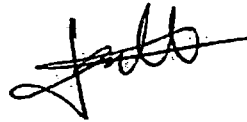
- The type of vaccine obtained (Moderna, Pfizer, or Johnson & Johnson);
  - Date of first dose of vaccine;
  - Date of second dose of vaccine for a 2-dose vaccine;
  - Declaration under penalty of perjury that they have been fully vaccinated; and
  - Uploaded documentation verifying proof of vaccination status. Proof of vaccination can include a copy of the CDC Covid-19 Vaccination Record Card, documentation of vaccine from the employee's healthcare provider, or documentation issued by the State of California by going to: <https://myvaccinerecord.cdph.ca.gov/>
3. **Members must input this information in the city portal regardless of records already entered in HRMS.** Only City employees authorized to access employee personnel information will have access to the medical portion of the file. The City will share information about an employee's vaccination status only on a need to-know basis, including to the employee's department, managers, and supervisors for the purpose of enforcing masking and safety requirements.
  4. In accordance with the Department of Human Resources June 23, 2021, revised Face Covering Policy, unvaccinated employees, or employees who have not reported their vaccination status to the City, **are required to wear face covering at all times when indoors in the workplace, except as provided in the Policy.**
  5. **Employees who have not submitted vaccination status in <https://sfgov.org/sfc/employee-gateway> are considered unvaccinated for purposes of this Policy.**
  6. **Effective July 6, 2021, fully vaccinated employees (i.e., those who received their second shot or single shot dose 14 days prior to July 6, 2021) who have entered their vaccination record in <https://sfgov.org/sfc/employee-gateway> are not required to wear face covering indoors or outdoors in the workplace, in the Policy.**
  7. An employee who fails to comply with these face covering requirements will receive one direct notice of the requirement and will be given an immediate opportunity to comply with the requirement. If the employee does not immediately comply, the employee will be sent home on vacation or accrued leave, other than sick leave. If the employee does not comply with the requirement a second time, the City will proceed with discipline up to and including separation from employment.
  8. All employees, included fully vaccinated employees, shall continue to wear face coverings at work in the following locations as required by State and Federal law:
    - On public transit (airplanes, ships, ferries, trains, subways, buses, taxis, and ride-shares) and in transportation hubs (airport, bus terminal, marina, train station, seaport or other port, subway

- station, or any other area that provides transportation);
- Indoors at K-12 schools, childcare and other youth settings;
- Healthcare settings (including long term care facilities);
- State and local correctional facilities and detention centers; and
- Homeless shelters, emergency shelters, and cooling centers

9. All employees shall continue to wear masks on medical calls.

10. All employees must read, review and acknowledge this General Order and enclosure in their HRMS Employee Home Page by no later than July 15, 2021.

11. This General Order replaces and rescinds General Order 20 A-40.



Jeanine R. Nicholson  
Chief of Department

## **W: Response to Your Email Regarding the City's Vaccination and Mask Requirements**

---

**From:** Isen, Carol (HRD) carol.isen@sfgov.org

**To:** Qwist, Eigil (FIR) eigil.qwist@sfgov.org

**Date:** Fri, Jul 16, 2021, 15:33

C19-07-Safer-Return-Together-Health-Order.pdf 147 KB

COVID-19-Vaccination-Policy.pdf 223 KB

Face-Covering-Requirements-at-Work.pdf 298 KB

Dear Eigil Qwist,

I am in receipt of your email.

Please be advised that the Department of Human Resources is open to employees and the public; we maintain office hours Monday through Friday, 8 am to 5 pm.

Under the City's Vaccination Policy, issued June 28, 2021, City employees are required to report their COVID-19 vaccination status no later than July 29, 2021. If you are not fully vaccinated, then you are required to report that status. If you are fully vaccinated, then you will need to provide proof of vaccination. Instructions for reporting your status have been widely circulated; if you are unable to input the data, you can contact your department's human resources staff for assistance. The information you provide to the City regarding your vaccination status will be kept in confidence, disclosed only on a limited, need-to-know basis to ensure compliance with legal requirements and City policies, consistent with the City's existing procedures for maintaining the confidentiality of employee personnel records and information. Employees who have not been notified by their department that they can go unmasked – based on having reported and documented full vaccinated status – are required to wear a face covering indoors and in certain other circumstances, under the City's Face Covering Policy. Copies of both policies are attached.

In addition, under the City's Vaccination Policy, City employees will be required to be fully vaccinated and report that status to the City within ten weeks of the U.S. Food and Drug Administration giving final approval to one of the COVID-19 vaccines. And, under the Health Officer's July 8, 2021 order, C19-07y, certain City employees in specific classifications and assignments regularly working in person in High-Risk settings will be required to be vaccinated sooner, by no later than September 15, 2021. A copy of the Health Officer's order is attached. Employees with a medical condition or sincerely held religious belief that prevents vaccination may submit a request for reasonable accommodation related to the vaccination requirement.



City and County of  
San Francisco

Department of Public Health  
Order of the Health Officer

ORDER OF THE HEALTH OFFICER No. C19-07y (updated)

ORDER OF THE HEALTH OFFICER  
OF THE CITY AND COUNTY OF SAN FRANCISCO

ENCOURAGING COVID-19 VACCINE COVERAGE  
AND REDUCING DISEASE RISKS  
(Safer Return Together)

DATE OF ORDER: June 11, 2021, updated July 8, 2021

Please read this Order carefully. Violation of or failure to comply with this Order is a misdemeanor punishable by fine, imprisonment, or both. (California Health and Safety Code § 120295, *et seq.*; California Penal Code §§ 69, 148(a)(1); and San Francisco Administrative Code § 7.17(b).)

Summary: As of June 15, 2021, and in connection with the State terminating the Blueprint for a Safer Economy and putting in its place new, limited COVID-19 guidance, this Order replaces the prior health order, Health Officer Order No. C19-07x (the Stay-Safer-At-Home Order), in its entirety. Based on increasing vaccination and the success of the City and County of San Francisco, the rest of the Bay Area, and the State in containing the virus that causes COVID-19, this Order lifts local capacity limits on business and other sectors, local physical distancing requirements, and many other previous health and safety restrictions. Businesses are no longer required to prepare and post social distancing protocols or in most instances submit health and safety plans to the Health Officer. Nor are they strongly urged to allow office employees to continue to work remotely as much as possible. Also, except for schools, childcare, and out-of-school time programs, sector specific guidance under local health directives no longer apply.

This Order continues to place certain safety requirements on individuals, including masking requirements in some settings, consistent with federal and state rules. And it places some requirements on businesses and government entities, such as a general requirement to report positive cases in the workplace and in schools, a new and much more limited requirement for signage, and a vaccination or testing requirement to admit people to attend indoor mega-events largely consistent with state rules. It also requires personnel working in certain high-risk settings, such as acute care hospitals, skilled nursing facilities, residential care facilities for the elderly, homeless shelters and jails to be fully vaccinated, with limited exemptions and within a specified timeframe. Also, this Order includes recommendations to reduce COVID-19 risk, but not requirements, for individuals, businesses, and government entities.

Even though COVID-19 case rates are now low and more people are vaccinated in San Francisco and the region, there remains a risk that people may come into contact with others who may have COVID-19 when outside their Residence. Most COVID-19 infections are caused by people who have no symptoms of illness. There are also people in San Francisco who are not yet fully vaccinated, including children under 12 years old.



**City and County of  
San Francisco**

**Department of Public Health  
Order of the Health Officer**

**ORDER OF THE HEALTH OFFICER No. C19-07y (updated)**

We have also seen surges in other parts of the country and the world, increasingly impacting younger adults. Everyone who is eligible, including people at risk for severe illness with COVID-19—such as unvaccinated older adults and unvaccinated individuals with health risks—and members of their households, are urged to get vaccinated as soon as they can if they have not already done so.

**UNDER THE AUTHORITY OF CALIFORNIA HEALTH AND SAFETY CODE  
SECTIONS 101040, 101085, AND 120175, THE HEALTH OFFICER OF THE CITY AND  
COUNTY OF SAN FRANCISCO ORDERS:**

**1. Definitions.**

For purposes of this Order, the following initially capitalized terms have the meanings given below.

- a. *Business.* A “Business,” includes any for-profit, non-profit, or educational entity, whether a corporate entity, organization, partnership or sole proprietorship, and regardless of the nature of the service, the function it performs, or its corporate or entity structure.
- b. *Cal/OSHA.* “Cal/OSHA,” means the California Department of Industrial Relations, Division of Occupational Safety and Health, better known as Cal/OSHA.
- c. *CDC.* “CDC,” means the United States Centers for Disease Control and Prevention.
- d. *Close Contact.* “Close Contact,” means having any of following interactions with someone with COVID-19 while they were contagious: (i) being within six feet of them for a total of 15 minutes or more in a 24-hour period; (ii) living or staying overnight with them; (iii) having physical or intimate contact including hugging and kissing; (iv) taking care of them, or having being taken care of by them; or (v) having direct contact with their bodily fluids (e.g., they coughed or sneezed on you or shared your food utensils). The person is considered contagious *either* if they had symptoms, from 48 hours before their symptoms began until at least 10 days after the start of symptoms, *or* if they did not have symptoms, from 48 hours before their COVID-19 test was collected until 10 days after they were tested.
- e. *County.* The “County,” means the City and County of San Francisco.
- f. *COVID-19.* “COVID-19,” means coronavirus disease 2019, the disease caused by the SARS-CoV-2 virus and that resulted in a global pandemic.
- g. *DPH.* “DPH,” means the San Francisco Department of Public Health.
- h. *DPH Core Guidance.* “DPH Core Guidance,” means the webpage and related materials titled *Core Guidance for COVID-19* that DPH regularly updates and includes health and safety recommendations for individuals and Businesses as well as web links to additional resources, available online at [www.sfdph.org/dph/covid-19/core-guidance.asp](http://www.sfdph.org/dph/covid-19/core-guidance.asp).



**City and County of  
San Francisco**

**Department of Public Health  
Order of the Health Officer**

**ORDER OF THE HEALTH OFFICER No. C19-07y (updated)**

- i. *Face Covering Requirements.* "Face Covering Requirements,, means the requirement to wear a Well-Fitted Mask (i) as required by federal or state law including, but not limited to, California Department of Public Health guidance and Cal/OSHA's rules and regulations; (ii) in indoor common areas of homeless shelters, emergency shelters, and cooling centers, except while sleeping, showering, engaged in personal hygiene that requires removal of face coverings, or actively eating or drinking; and (iii) in indoor common areas of jails except while sleeping, showering, engaged in personal hygiene that requires removal of face coverings, or actively eating or drinking.
- j. *FDA.* "FDA,, means the United States Food and Drug Administration.
- k. *Fully Vaccinated.* "Fully Vaccinated,, means two weeks after completing the entire recommended series of vaccination (usually one or two doses) with a vaccine authorized to prevent COVID-19 by the FDA, including by way of an emergency use authorization, or by the World Health Organization. For example, as of the date of issuance of this Order, an individual would be fully vaccinated at least two weeks after receiving a second dose of the Pfizer or Moderna COVID-19 vaccine or two weeks after receiving the single dose Johnson & Johnson's Janssen COVID-19 vaccine. The following are acceptable as proof of full vaccination: (i) the CDC vaccination card, which includes name of person vaccinated, type of vaccine provided, and date last dose administered, (ii) a photo of a vaccination card as a separate document, (iii) a photo of the a vaccination card stored on a phone or electronic device, (iv) documentation of vaccination from a healthcare provider, or (v) written self-attestation of vaccination signed (including an electronic signature) under penalty of perjury and containing the name of the person vaccinated, type of vaccine taken, and date of last dose administered, or (vi) a personal digital COVID-19 vaccine record issued by the State of California and available by going to [myvaccinerecord.cdph.ca.gov](https://myvaccinerecord.cdph.ca.gov) or similar documentation issued by another State, local, or foreign governmental jurisdiction. If any state or federal agency uses a more restrictive definition of what it means to be Fully Vaccinated or to prove that status for specified purposes (such as Cal/OSHA rules for employers in workplaces), then that more restrictive definition controls for those purposes. Also, to the extent Cal/OSHA approves an alternate means of documenting whether an employee is "fully vaccinated,, even if less restrictive than the definition contained here, employers may use the Cal/OSHA standard to document their employees' vaccination status.
- l. *Health Officer.* "Health Officer,, means the Health Officer of the City and County of San Francisco.
- m. *High-Risk Settings.* "High-Risk Settings,, means certain care or living settings involving many people, including many congregate settings, where vulnerable populations reside out of necessity and where the risk of COVID-19 transmission is high, consisting of general acute care hospitals, skilled nursing facilities, residential care facilities for the elderly, homeless shelters, and jails.



**City and County of  
San Francisco**

**Department of Public Health  
Order of the Health Officer**

**ORDER OF THE HEALTH OFFICER No. C19-07y (updated)**

- n. *Household*. "Household,, means people living in a single Residence or shared living unit. Households do not refer to individuals who live together in an institutional group living situation such as in a dormitory, fraternity, sorority, monastery, convent, or residential care facility.
- o. *Qualifying Medical Reason*. "Qualifying Medical Reason,, means a medical condition or disability recognized by the FDA or CDC as a contra-indication to COVID-19 vaccination.
- p. *Mega-Event*. "Mega-Event,, means an event with either more than 5,000 people attending indoors or more than 10,000 people attending outdoors, consistent with the definition of those events in the State's Post-Blueprint Guidance. As provided in the State's Post-Blueprint Guidance, a Mega-Event may have either assigned or unassigned seating, and may be either general admission or gated, ticketed and permitted events.
- q. *Personnel*. "Personnel,, means the following people who provide goods or services associated with a Business in the County: employees; contractors and sub-contractors (such as those who sell goods or perform services onsite or who deliver goods for the Business); independent contractors; vendors who are permitted to sell goods onsite; volunteers; and other individuals who regularly provide services onsite at the request of the Business. "Personnel,, includes "gig workers,, who perform work via the Business's app or other online interface, if any.
- r. *Religious Beliefs*. "Religious Beliefs,, means a sincerely held religious belief, practice, or observance.
- s. *Residence*. "Residence,, means the location a person lives, even if temporarily, and includes single-family homes, apartment units, condominium units, hotels, motels, shared rental units, and similar facilities. Residences also include living structures and outdoor spaces associated with those living structures, such as patios, porches, backyards, and front yards that are only accessible to a single family or Household.
- t. *Schools*. "Schools,, mean public and private schools operating in the County, including independent, parochial, and charter schools.
- u. *State's Post-Blueprint Guidance*. The "State's Post-Blueprint Guidance,, means the guidance entitled "Beyond the Blueprint for Industry and Business Sectors,, that the California Department of Public Health issued on May 21, 2021 and that applies from June 15, 2021 through October 1, 2021, including as the State may extend, update or supplement that guidance in the future. (See [www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Beyond-Blueprint-Framework.aspx](http://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Beyond-Blueprint-Framework.aspx).)
- v. *Tested*. "Tested,, means to have a negative test for the virus that causes COVID-19 within the prior 72 hours. Both nucleic acid (including polymerase chain reaction (PCR)) and antigen tests are acceptable. The following are acceptable as proof of a negative COVID-19 test result: a printed document (from the test provider or laboratory) or an email, text message, webpage, or application (app) screen displayed



**City and County of  
San Francisco**

**Department of Public Health  
Order of the Health Officer**

**ORDER OF THE HEALTH OFFICER No. C19-07y (updated)**

on a phone or mobile device from the test provider or laboratory. The information should include person's name, type of test performed, negative test result, and date the test was administered. If any state or federal agency uses a more restrictive definition of what it means to be Tested for specified purposes (such as Cal/OSHA rules for employers in workplaces), then that more restrictive definition controls for those purposes.

- w. *Ventilation Guidelines.* "Ventilation Guidelines,, means ventilation guidance from recognized authorities such as the CDC, the American Society of Heating, Refrigerating and Air-Conditioning Engineers, or the State of California, including Cal/OSHA. The DPH Core Guidance also includes ventilation guidelines.
- x. *Well-Fitted Mask.* A "Well-Fitted Mask,, means a face covering that is well-fitted to an individual and covers the nose and mouth especially while talking, consistent with the Face Covering Requirements. DPH guidance regarding Well-Fitted Masks may be found at [www.sfdhcp.org/maskingupdate](http://www.sfdhcp.org/maskingupdate). A non-vented N95 mask is strongly recommended as a Well-Fitted Mask, even if not fit-tested, to provide maximum protection. A Well-Fitted Mask does not include a scarf, ski mask, balaclava, bandana, turtleneck, collar, or single layer of fabric or any mask that has an unfiltered one-way exhaust valve.

**2. Purpose and Intent.**

- a. Purpose. The public health threat from COVID-19 is decreasing in the County, the Bay Area, and the State. But COVID-19 continues to pose a risk especially to individuals who are not fully vaccinated, and certain safety measures continue to be necessary to protect against COVID-19 cases and deaths. Vaccination is the most effective method to prevent transmission and ultimately COVID-19 hospitalizations and deaths. It is important to ensure that as many eligible people as possible are vaccinated against COVID-19. Further, it is critical to ensure there is continued reporting of cases to protect individuals and the larger community. Accordingly, this Order allows Businesses, schools, and other activities to resume fully while at the same time putting in place certain requirements designed to (1) extend vaccine coverage to the greatest extent possible; (2) limit transmission risk of COVID-19; (3) contain any COVID-19 outbreaks; and (4) generally align with guidance issued by the CDC and the State relating to COVID-19 except in limited instances where local conditions require more restrictive measures. This Order is based on evidence of continued community transmission of SARS-CoV-2 within the County as well as scientific evidence and best practices to prevent transmission of COVID-19. The Health Officer will continue to monitor data regarding the evolving scientific understanding of the risks posed by COVID-19, including the impact of vaccination, and may amend or rescind this Order based on analysis of that data and knowledge.
- b. Intent. The primary intent of this Order is to continue to protect the community from COVID-19 and to also increase vaccination rates to reduce transmission of COVID-



**City and County of  
San Francisco**

**Department of Public Health  
Order of the Health Officer**

**ORDER OF THE HEALTH OFFICER No. C19-07y (updated)**

19 long-term, so that the whole community is safer and the COVID-19 health emergency can come to an end.

- c. Interpretation. All provisions of this Order must be interpreted to effectuate the purposes and intent of this Order as described above. The summary at the beginning of this Order as well as the headings and subheadings of sections contained in this Order are for convenience only and may not be used to interpret this Order. In the event of any inconsistency between the summary, headings, or subheadings and the text of this Order, the text will control. Certain initially capitalized terms used in this Order have the meanings given them in Section 1 above. The interpretation of this Order in relation to the health orders or guidance of the State is described in Section 10 below.
  - d. Application. This Order applies to all individuals, Businesses, and other entities in the County. For clarity, the requirements of this Order apply to all individuals who do not currently reside in the County when they are in the County. Governmental entities must follow the requirements of this Order that apply to Businesses, unless otherwise specifically provided in this Order or directed by the Health Officer.
  - e. DPH Core Guidance. All individuals and Businesses are strongly urged to follow the DPH Core Guidance, containing health and safety recommendations for COVID-19.
  - f. Effect of Failure to Comply. Failure to comply with any of the provisions of this Order constitutes an imminent threat and menace to public health, constitutes a public nuisance, and is punishable by fine, imprisonment, or both, as further provided in Section 12 below.
3. General Requirements for Individuals.
- a. Vaccination. Individuals are strongly urged to get Fully Vaccinated as soon as they are able to. In particular, people at risk for severe illness with COVID-19—such as unvaccinated older adults and unvaccinated individuals with health risks—and members of their Household, are urged to get Fully Vaccinated as soon as they can. Information about who is at increased risk of severe illness and people who need to take extra precautions can be found at [www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-at-increased-risk.html](http://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-at-increased-risk.html). For those who are not yet Fully Vaccinated, staying home or choosing outdoor activities as much as possible with physical distancing from other Households whose vaccination status is unknown is the best way to prevent the risk of COVID-19 transmission. Fully Vaccinated individuals are subject to fewer restrictions as provided in this Order, and there are allowances for certain large gatherings where all the participants are Fully Vaccinated or Tested.
  - b. Face Coverings. All persons must follow the Face Covering Requirements. People should be respectful of an individual's decision to wear face coverings even in



**City and County of  
San Francisco**

**Department of Public Health  
Order of the Health Officer**

**ORDER OF THE HEALTH OFFICER No. C19-07y (updated)**

settings where they are not required, and no Business or other person should take an adverse action against individuals who chose to wear a face covering to protect their health. Under current federal law, when riding or waiting to ride on public transit people who are inside the vehicle or other mode of transportation or are indoors at a public transit stop or station, must wear Well-Fitted Masks. This requirement extends to all modes of transportation other than private vehicles, such as airplanes, trains, subways, buses, taxis, ride-shares, maritime transportation, street cars, cable cars, and school buses. But any passenger who is outdoors or in open-air areas of the mode of transportation, such as open-air areas of ferries, buses, and cable-cars, is not required by federal law to wear a face covering. Personnel and passengers on public transit are urged to get Fully Vaccinated, and those who are not Fully Vaccinated are strongly urged to wear a Well-Fitted Mask or respirator. Under Cal/OSHA's rules and regulations, employers may also be required to ensure employees continue to wear Well-Fitted Masks or respirators, particularly in indoor settings.

- c. Monitor for Symptoms. Individuals should monitor themselves for symptoms of COVID-19. A list of COVID-19 symptoms is available online at [www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html](http://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html). Anyone with any symptom that is new or not explained by another condition must comply with subsections 3.d and 3.e below regarding isolation and quarantine.
- d. Isolation. Anyone who (i) has a positive COVID-19 test result, (ii) is diagnosed with COVID-19, or (iii) has a COVID-19 symptom that is new or not explained by another condition must refer to the latest COVID-19 isolation health directive (available online at [www.sfdph.org/directives](http://www.sfdph.org/directives)) and follow the requirements detailed there.
- e. Quarantine. Anyone who had Close Contact with someone with COVID-19 must refer to the latest COVID-19 quarantine health directive (available online at [www.sfdph.org/directives](http://www.sfdph.org/directives)) and follow the requirements detailed there.
- f. Moving to, Traveling to, or Returning to the County. Everyone is strongly encouraged to comply with any State travel advisories and CDC travel guidelines (available online at [www.cdc.gov/coronavirus/2019-ncov/travelers/travel-during-covid19.html](http://www.cdc.gov/coronavirus/2019-ncov/travelers/travel-during-covid19.html)).
- g. Large indoor gatherings. Individuals who are neither Fully Vaccinated nor Tested are urged to wear Well-Fitted Masks and maintain physical distance when they are in large indoor gatherings with members of other Households whose vaccination status is unknown, such as public meetings. Nothing in this section limits any requirements that apply under this Order to indoor Mega-Events or that Cal/OSHA or other State authority may impose on any indoor setting involving large gatherings.



**City and County of  
San Francisco**

**Department of Public Health  
Order of the Health Officer**

**ORDER OF THE HEALTH OFFICER No. C19-07y (updated)**

**4. General Requirements for Businesses and Governmental Entities.**

- a. Encourage Activities that Can Occur Outdoors. All Businesses and governmental entities are urged to consider moving operations or activities outdoors, if feasible and to the extent allowed by local law and permitting requirements, because there is generally less risk of COVID-19 transmission outdoors as opposed to indoors.
- b. Personnel Health Screening. Businesses and governmental entities must develop and implement a process for screening Personnel for COVID-19 symptoms, but this requirement does not mean they must perform on-site screening of Personnel. Businesses and governmental entities should ask Personnel to evaluate their own symptoms before reporting to work. If Personnel have symptoms consistent with COVID-19, they should follow subsections 3.d and 3.e above.
- c. Businesses Must Allow Personnel to Stay Home When Sick. Businesses are required to follow Cal/OSHA rules and regulations allowing Personnel to stay home where they have symptoms associated with COVID-19 that are new or not explained by another condition or if they have been diagnosed with COVID-19 (by a test or a clinician) even if they have no symptoms, and to not to have those Personnel return to work until they have satisfied certain conditions, all as further set forth in the Cal/OSHA rules. Also, Businesses must comply with California Senate Bill 95 (Labor Code, sections 248.2 and 248.3), which provides that employers with more than 25 employees must give every employee 80 hours of COVID-related sick leave retroactive to January 1, 2021 and through September 30, 2021 (pro-rated for less than full time employees), including that employees may use this paid sick leave to get vaccinated or for post-vaccination illness. Each Business is prohibited from taking any adverse action against any Personnel for staying home in any of the circumstances described in this subsection.
- d. Signage.
  - i. Signage for Patrons. All Businesses and governmental entities are required to conspicuously post signage reminding individuals of COVID-19 prevention best practices to reduce transmission: Get vaccinated; Stay home if sick, and talk to your doctor; Wear a mask for added protection; Maximize fresh air; and Clean your hands. Sample signage is available online at [sf.gov/outreach-toolkit-coronavirus-covid-19](https://sf.gov/outreach-toolkit-coronavirus-covid-19).
  - ii. Signage for Employees. All Businesses and governmental entities are required to post signs in employee break rooms or areas encouraging employees to get vaccinated and informing them how to obtain additional information. Sample signage is available online at [sf.gov/outreach-toolkit-coronavirus-covid-19](https://sf.gov/outreach-toolkit-coronavirus-covid-19).
- e. Ventilation Guidelines. All Businesses and governmental entities with indoor operations are urged to review the Ventilation Guidelines and implement ventilation



**City and County of  
San Francisco**

**Department of Public Health  
Order of the Health Officer**

**ORDER OF THE HEALTH OFFICER No. C19-07y.(updated)**

strategies for indoor operations as feasible. Nothing in this subsection limits any ventilation requirements that apply to particular settings under federal, state, or local law.

- f. Mandatory Reporting by Businesses and Governmental Entities. Consistent with Cal/OSHA rules and regulations, Businesses and governmental entities must require that all Personnel immediately alert the Business or governmental entity if they test positive for COVID-19 and were present in the workplace either (1) within the 48 hours before onset of symptoms or within 10 days after onset of symptoms if they were symptomatic; or (2) within 48 hours before the date on which they were tested or within 10 days after the date on which they were tested if they were asymptomatic. If a Business or governmental entity learns that three or more of its Personnel are confirmed positive cases of COVID-19 and visited the workplace during their high-risk exposure period at any time during a 14-day period (*i.e.*, three cases onsite within a 14-day period), then the entity must call DPH at 628-217-6100 immediately to report the cases and in any event no later than the next business day after learning of those positive cases. Businesses and governmental entities must also comply with all case investigation and contact tracing measures directed by DPH including providing any information requested within the timeframe provided by DPH, instructing Personnel to follow isolation and quarantine protocols specified by DPH, and excluding positive cases and unvaccinated close contacts from the workplace during these isolation and quarantine periods.

Schools and Programs for Children and Youth are subject to separate reporting requirements set forth in Health Officer Directive Nos. 2020-33 and 2020-14, respectively, including as those directives are updated in the future.

5. Schools and Programs for Children and Youth

- a. Schools. Based on extremely low COVID-19 case rates throughout the region, and the demonstrated low risk of transmission in school settings, the Health Officer strongly believes that schools can and should reopen in full for in-person classes for all grades at the beginning of the 2021/2022 school year. Largely because not all children are eligible to be vaccinated against COVID-19 at this time, schools must follow the health and safety requirements set forth in Health Officer Directive No. 2020-33, including as it may be amended in the future, to ensure the safety of all students and Personnel at the school site.
- b. Programs for Children and Youth. Largely because not all children are eligible to be vaccinated against COVID-19 at this time, the following Programs for Children and Youth must operate in compliance with the health and safety requirements set forth in Health Officer Directive No. 2020-14, including as it may be amended in the future: (1) group care facilities for children who are not yet in elementary school—including, for example, licensed childcare centers, daycares, family daycares, and preschools (including cooperative preschools); and (2) with the exception of schools, which are



**City and County of  
San Francisco**

**Department of Public Health  
Order of the Health Officer**

**ORDER OF THE HEALTH OFFICER No. C19-07y (updated)**

addressed in subsection a above, educational or recreational institutions or programs that provide care or supervision for school-aged children and youth—including for example, learning hubs, other programs that support and supplement distance learning in schools, school-aged childcare programs, youth sports programs, summer camps, and afterschool programs.

**6. Vaccination Requirements for Personnel in High-Risk Settings.**

**a. No later than September 15, 2021, Businesses and governmental entities with Personnel in High-Risk Settings must:**

- i. ascertain vaccination status of all Personnel in High-Risk Settings who routinely work onsite, and ensure that before entering or working in any High-Risk Setting, all Personnel who routinely work onsite are Fully Vaccinated with any vaccine authorized to prevent COVID-19 by the FDA, including by way of an emergency use authorization, or by the World Health Organization, unless any Personnel are exempt under subsection b below;

**ii. require any unvaccinated exempt Personnel to:**

1. get tested for COVID-19 at least once a week using either a nucleic acid (including polymerase chain reaction (PCR)) or antigen test; AND
2. at all times at the worksite in the High-Risk Setting wear a Well-Fitted Mask meeting the requirements described below, except for limited periods while actively eating, drinking, or engaged in other activities (such as showering) where it is not possible or safe to do so.

Because of the COVID-19 risks to any unvaccinated exempt Personnel, the High-Risk Setting must provide such Personnel, on request, with a well-fitting non-vented N95 respirator and strongly encourage such Personnel to wear that respirator at all times when working with patients, residents, clients, or incarcerated people. For operators of any High-Risk Setting with access to respirator fit-testing services, “well-fitting non-vented N95 respirator,” means a fit-tested N95 respirator. For all other operators of High-Risk Settings, the operator must (i) attempt to obtain fit-testing from other sources such as their Workers Compensation insurance carrier and (ii) otherwise provide Personnel with a minimum of two different brands or sizes of a non-vented N95 respirator and allow the unvaccinated, exempt Personnel to choose what they believe to be the best fitting respirator when the wearer of the respirator performs a seal check (for information about use of N95 respirators, see <https://www.sfdph.org/dph/files/ig/Tips-COVID-19-N95instructions.pdf>);

- iii. consistent with applicable privacy laws and regulations, maintain records of employee vaccination or exemption status; and



**City and County of  
San Francisco**

**Department of Public Health  
Order of the Health Officer**

**ORDER OF THE HEALTH OFFICER No. C19-07y (updated)**

- iv. provide these records to the Health Officer or other public health authorities promptly upon request, and in any event no later than the next business day after receiving the request.

For clarity, this requirement applies to Personnel in other buildings in a site containing a High-Risk Setting, such as a campus or other similar grouping of related buildings, where such Personnel do any of the following: (i) access the acute care or patient, resident, client, or incarcerated person areas of the High-Risk Setting; or (ii) work in-person with patients, residents, clients, or incarcerated people who visit those areas. All people in San Francisco who work in a clinical setting with a population that is more vulnerable to COVID-19 are strongly urged to be fully vaccinated against COVID-19.

- b. Limited Exemptions. Personnel in High-Risk Settings are exempt from the vaccination requirements under this section upon providing the requesting Business or governmental entity a declination form, signed by the individual under penalty of perjury stating either of the following: (1) the individual is declining vaccination based on Religious Beliefs or (2) the individual is excused from receiving any COVID-19 vaccine due to Qualifying Medical Reasons. As to declinations for Qualifying Medical Reasons, to be eligible for this exemption Personnel must also provide to their employer or the Business a written statement signed by a physician, nurse practitioner, or other licensed medical professional practicing under the license of a physician stating that the individual qualifies for the exemption (but the statement should not describe the underlying medical condition or disability) and indicating the probable duration of the individual's inability to receive the vaccine (or if the duration is unknown or permanent, so indicate). A sample ascertainment and declination form is available online at [www.sfdph.org/dph/covid-19/files/declination.pdf](http://www.sfdph.org/dph/covid-19/files/declination.pdf). Personnel who qualify for an exemption due to Religious Beliefs or Qualifying Medical Reasons, as provided above, must still follow the requirements in subpart 6.a.ii, above.
- c. Record Keeping Requirements. Businesses or governmental entities that operate High-Risk Settings subject to this section must maintain records with following information:
  - i. For vaccinated Personnel: (1) full name and date of birth; (2) vaccine manufacturer; and (3) date of vaccine administration (for first dose and, if applicable, second dose). Nothing in this subsection is intended to prevent an employer from requesting additional information or documentation to verify vaccination status, to the extent permissible under the law.
  - ii. For unvaccinated Personnel: signed declination forms with written health care provider's statement where applicable, as described in subsection b above.
- 7. Mega-Events. All Businesses, governmental entities, and other organizations must comply with the requirements in the State's Post-Blueprint Guidance for indoor Mega-



**City and County of  
San Francisco**

**Department of Public Health  
Order of the Health Officer**

**ORDER OF THE HEALTH OFFICER No. C19-07y (updated)**

Events and are urged to follow the recommendations in the State's Post-Blueprint Guidance for outdoor Mega-Events.

For indoor Mega-Events, Personnel and patrons age 12 and up are required to show proof, before entering the facility, that they are Fully Vaccinated or Tested. A written self-attestation of vaccination signed (including an electronic signature) under penalty of perjury and containing the name of the person vaccinated, type of vaccine taken, and date of last dose administered is acceptable as proof of full vaccination only if all Personnel and patrons two-years-old and older wear a Well-Fitted Mask at all times other than while actively eating or drinking.

The host or organizer of an indoor or outdoor Mega-Event or series of Mega-Events must submit to the Health Officer a proposed plan detailing the procedures that will be implemented to minimize the risk of transmission among patrons and Personnel. Specifically, the proposed plan should include to following:

- Description of event details (date/time; expected capacity; location; and type of event).
- Contact name for the event (*i.e.*, a person who can be reached in the event of an outbreak and/or who can be contacted to discuss the proposed plan).
- An explanation of how the host or organizer will have attendees meet requirements for providing their vaccination and/or testing status (if applicable).
- An explanation of how the host or organizer will communicate/message:
  - Information to ensure that guests are aware of testing and vaccination requirements (indoors)/recommendations (outdoors);
  - Encouragement for attendees to have completed their vaccination at least 2 weeks before the event; and
  - The safety measures being taken.
- If the Mega-Event is being held indoors, an explanation of how the host or organizer will address face coverings.
- A description of the strategies that will be implemented to avoid stagnant crowds (this can include traffic flow, advanced ticketing, touchless payment, etc.).

Plans must be submitted to [HealthPlan@sfcityattty.org](mailto:HealthPlan@sfcityattty.org) at least ten business days before the planned event or, if earlier, ten business days before the date on which tickets will begin to be sold or offered to the public. If tickets are already on sale as of the date of this Order, the host or organizer must submit the plan within 30 days of the date of this Order. The host or organizer does not need advance written approval of the Health Officer or the Health Officer's designee to proceed with the Mega-Event consistent with the plan. But in the event the Health Officer identifies deficiencies in the plan, DPH will contact the host or organizer, and the host or organizer is required to work with DPH to address any and all deficiencies.

8. **COVID-19 Health Indicators.** The City will continue to make publicly available on its website updated data on COVID-19 case rates, hospitalizations and vaccination rates. That information can be found online at [data.sfgov.org/stories/s/San-Francisco-COVID-](https://data.sfgov.org/stories/s/San-Francisco-COVID-)



**City and County of  
San Francisco**

**Department of Public Health  
Order of the Health Officer**

**ORDER OF THE HEALTH OFFICER No. C19-07y (updated)**

19-Data-and-Reports/fjki-2fab/. The Health Officer will monitor this data, along with other data and scientific evidence, in determining whether to modify or rescind this Order, as further described in Section 2.a above.

9. Incorporation of State and Local Emergency Proclamations and Federal and State Health Orders. The Health Officer is issuing this Order in accordance with, and incorporates by reference, the emergency proclamations and other federal, state, and local orders and other pandemic-related orders described below in this Section. But this Order also functions independent of those emergency proclamations and other actions, and if any State, federal, or local emergency declaration, or any State or federal order or other guidance, is repealed, this Order remains in full effect in accordance with its terms (subject to Section 13 below).
  - a. State and Local Emergency Proclamations. This Order is issued in accordance with, and incorporates by reference, the March 4, 2020 Proclamation of a State of Emergency issued by the Governor, the February 25, 2020 Proclamation by the Mayor Declaring the Existence of a Local Emergency, and the March 6, 2020 Declaration of Local Health Emergency Regarding Novel Coronavirus 2019 (COVID-19) issued by the Health Officer, as each of them have been and may be supplemented.
  - b. State Health Orders. This Order is also issued in light of the various Orders of the State, including, but not limited to, those of the State's Public Health Officer and Cal/OSHA. The State has expressly acknowledged that local health officers have authority to establish and implement public health measures within their respective jurisdictions that are more restrictive than those implemented by the State Public Health Officer.
  - c. Federal Orders. This Order is further issued in light of federal emergency declarations and orders, including, but not limited to, the January 20, 2021 Executive Order on Protecting the Federal Workforce and Requiring Mask-Wearing, which requires all individuals in Federal buildings and on Federal land to wear masks, maintain physical distance, and adhere to other public health measures, and the February 2, 2021 Order of the CDC, which requires use of masks on public transportation, as such orders are amended, extended or supplemented.
10. Obligation to Follow Stricter Requirements of Orders.

Based on local health conditions, this Order includes a limited number of health and safety restrictions that are more stringent than those contained under State orders. Where a conflict exists between this Order and any state or federal public health order related to the COVID-19 pandemic, the most restrictive provision (*i.e.*, the more protective of public health) controls. Consistent with California Health and Safety Code section 131080 and the Health Officer Practice Guide for Communicable Disease Control in California, except where the State Health Officer may issue an order expressly directed at this Order and based on a finding that a provision of this Order constitutes a menace to



**City and County of  
San Francisco**

**Department of Public Health  
Order of the Health Officer**

**ORDER OF THE HEALTH OFFICER No. C19-07y (updated)**

public health, any more restrictive measures in this Order continue to apply and control in this County.

**11. Obligation to Follow Health Officer Orders and Directives and Mandatory State Guidance.**

In addition to complying with all provisions of this Order, all individuals and entities, including all Businesses and governmental entities, must also follow any applicable orders and directives issued by the Health Officer (available online at [www.sfdph.org/healthorders](http://www.sfdph.org/healthorders) and [www.sfdph.org/directives](http://www.sfdph.org/directives)) and any applicable mandatory guidance issued by the State Health Officer or California Department of Public Health. To the extent that provisions in the orders or directives of the Health Officer and the mandatory guidance of the State conflict, the more restrictive provisions (i.e., the more protective of public health) apply. In the event of a conflict between provisions of any previously-issued Health Officer order or directive and this Order, this Order controls over the conflicting provisions of the other Health Officer order or directive. And to the extent the continuing term of another order of the Health Officer is tied to the duration of the Stay-Safer-At-Home Order, this Order shall be deemed a continuation of the Stay-Safer-At-Home Order for those purposes only.

**12. Enforcement.**

Under Government Code sections 26602 and 41601 and Health and Safety Code section 101029, the Health Officer requests that the Sheriff and the Chief of Police in the County ensure compliance with and enforce this Order. The violation of any provision of this Order (including, without limitation, any health directives) constitutes an imminent threat and immediate menace to public health, constitutes a public nuisance, and is punishable by fine, imprisonment, or both. DPH is authorized to respond to such public nuisances by issuing Notice(s) of Violation and ordering premises vacated and closed until the owner, tenant, or manager submits a written plan to eliminate all violations and DPH finds that plan satisfactory. Such Notice(s) of Violation and orders to vacate and close may be issued based on a written report made by any City employees writing the report within the scope of their duty. DPH must give notice of such orders to vacate and close to the Chief of Police or the Chief's designee to be executed and enforced by officers in the same manner as provided by San Francisco Health Code section 597. As a condition of allowing a Business to reopen, DPH may impose additional restrictions and requirements on the Business as DPH deems appropriate to reduce transmission risks, beyond those required by this Order and other applicable health orders and directives.

**13. Effective Date.**

This Order becomes effective at 12:01 a.m. on June 15, 2021 and will continue, as updated, to be in effect until the Health Officer rescinds, supersedes, or amends it in writing.



**City and County of  
San Francisco**

**Department of Public Health  
Order of the Health Officer**

**ORDER OF THE HEALTH OFFICER No. C19-07y (updated)**

**14. Relation to Other Orders of the San Francisco Health Officer.**

As of the effective date and time in Section 13 above, this Order revises and entirely replaces Health Officer Order No. C19-07y (the "Stay-Safer-At-Home Order,") issued May 20, 2021. Leading up to and in connection with this Order, the Health Officer has rescinded or is rescinding a number of other orders and directives relating to COVID-19, including those listed in the Health Officer's Omnibus Rescission of Health Officer Orders and Directives, dated June 11, 2021. On and after the effective date of this Order, the following orders and directives of the Health Officer shall continue in full force and effect: Order Nos. C19-11 (Laguna Honda Hospital protective quarantine), C19-16 (hospital patient data sharing), C19-18 (vaccine data reporting), and C19-19 (minor consent to vaccination); and the directives that this Order references in Sections 3.e and 5, as the Health Officer may separately amend or later terminate any of them. Also, this Order also does not alter the end date of any other Health Officer order or directive having its own end date or that continues indefinitely.

**15. Copies.**

The County must promptly provide copies of this Order as follows: (1) by posting on the DPH website ([www.sfdph.org/healthorders](http://www.sfdph.org/healthorders)); (2) by posting at City Hall, located at 1 Dr. Carlton B. Goodlett Pl., San Francisco, CA 94102; and (3) by providing to any member of the public requesting a copy.

**16. Severability.**

If a court holds any provision of this Order or its application to any person or circumstance to be invalid, then the remainder of the Order, including the application of such part or provision to other persons or circumstances, shall not be affected and shall continue in full force and effect. To this end, the provisions of this Order are severable.

**IT IS SO ORDERED:**

Susan Philip, MD, MPH,  
Health Officer of the  
City and County of San Francisco

Dated: July 8, 2021

**FW: CCSF Vaccination reporting and Face covering policy**

---

**From:** Velo, Jose (FIR) jose.velo@sfgov.org

**To:** Velo, Jose (FIR) jose.velo@sfgov.org

**Date:** Tue, Jul 20, 2021, 05:53

Vaccination and Face Covering Policy FAQs for Employees 7.12.2021[13] (1) (1).pdf 207 KB

To all Members

1. Attached is a copy of the CCSF DHR Policy directing all City employees to record their vaccination status.
  - a. To protect the health and safety of all City employees and the public, the City has implemented a new Vaccination Policy. The policy requires that all City employees report their vaccination status, including verification documents, by July 29th, 2021.
2. Officers and Site Supervisors shall print a copy of your station's time roll. Please have members initial next to their name on the time roll list to acknowledge that they have reported their vaccination status, including verification documents.
3. When the recording of all members is complete, return the original to the Deputy Chief of Administration (CD3) through interoffice mail. Battalion Chiefs shall gather their stations' time roll rosters and forward them to CD3. Other site Supervisors shall collect the rosters and forward them.
4. Captains and Site Supervisors shall notify members who are off duty beyond July 29<sup>th</sup>. Captains and Site Supervisors shall record the members' status and initial by them. Captains and Site Supervisors can notify members that SFFD DHR has the ability to enter the members' information on their behalf. In the absence of the Captain, the senior Officer shall notify members.
5. The deadline for all members to record their vaccination status is July 29th, 2021. Timeroll lists should be forwarded on that day.

Note: Employees who have not completed the form or uploaded documentation onto the employee portal will be required to wear a mask.

*Jose Luis Velo*

*(he, him, his)*

*Deputy Chief of Administration*

*San Francisco Fire Department*

*698 Second Street*

*San Francisco, CA 94107*

*415-558-3411*

*415-558-3254*



From: Velo, Jose (FIR) jose.velo@sfgov.org

To: Velo, Jose (FIR) jose.velo@sfgov.org

Date: Mon, Jul 26, 2021, 07:19

Vaccination and Face Covering Policy FAQs for Employees 7.12.2021[13] (1) (1).pdf 208 KB

REPEAT

To all Members

1. Attached is a copy of the CCSF DHR Policy directing all City employees to record their vaccination status.
  - a. To protect the health and safety of all City employees and the public, the City has implemented a new Vaccination Policy. The policy requires that all City employees report their vaccination status, including verification documents, by July 29th, 2021.
2. Officers and Site Supervisors shall print a copy of your station's time roll. Please have members initial next to their name on the time roll list to acknowledge that they have reported their vaccination status, including verification documents.
3. When the recording of all members is complete, return the original to the Deputy Chief of Administration (CD3) through interoffice mail. Battalion Chiefs shall gather their stations' time roll rosters and forward them to CD3. Other site Supervisors shall collect the rosters and forward them.
4. Captains and Site Supervisors shall notify members who are off duty beyond July 29<sup>th</sup>. Captains and Site Supervisors shall record the members' status and initial by them. Captains and Site Supervisors can notify members that SFFD DHR has the ability to enter the members' information on their behalf. In the absence of the Captain, the senior Officer shall notify members.
5. **The deadline for all members to record their vaccination status is July 29th, 2021.** Timeroll lists should be forwarded on that day.

Note: Employees who have not completed the form or uploaded documentation onto the employee portal will be required to wear a mask.

*Jose Luis Velo*

*(he, him, his)*

*Deputy Chief of Administration*

*San Francisco Fire Department*

*698 Second Street*

*San Francisco, CA 94107*

## **Vaccination status reporting deadline is July 29, 2021**

---

**From:** Parks, Natasha (FIR) [natasha.parks@sfgov.org](mailto:natasha.parks@sfgov.org)

**To:** FIR:Everyone [fir.everyone@sfgov.org](mailto:fir.everyone@sfgov.org)

**Date:** Thu, Jul 22, 2021, 08:12

To all Employees,

Thank you to those who have reported their COVID-19 vaccination status. Employees who have not yet had an opportunity to report their vaccination status **must do so by Thursday, July 29th** per [City policy](#).

We understand that you may have questions regarding the CCSF vaccination policy or the vaccine itself, [click here for Vaccination Policy frequently asked questions](#). We are actively working with City partners to address employee concerns around the vaccination requirement. The July 29th deadline is a **reporting deadline**, not a deadline for vaccination completion.

Our department's vaccination status data will inform these discussions and is necessary to comply with Cal/OSHA workplace safety requirements. Whether you are fully vaccinated, partially vaccinated, or not vaccinated understanding the vaccination status of our workplace incredibly important to keeping each other as well as the public we serve safe.

If you are having difficulty uploading your vaccination status, please [click here for detailed instructions](#) or contact Jesusa Bushong at [Jesusa.bushong@sfgov.org](mailto:Jesusa.bushong@sfgov.org) or (415) 558-3615.

Thank you,

Acting Battalion Chief Natasha Parks

Health, Safety and Wellness  
(she/her/hers)

## Public Health Order Update

---

From: Velo, Jose (FIR) jose.velo@sfgov.org

To: Velo, Jose (FIR) jose.velo@sfgov.org

Date: Tue, Aug 3, 2021, 09:09

C19-07-Safer-Return-Together-Health-Order.pdf 212 KB

SFFD Health and Safety FAQ 8-3-2021.pdf 142 KB

To All Members.

As of today, August 3<sup>rd</sup>, 2021, the Department of Public Health Order (C19-07y - Safer Return Together) is in effect.

All Members shall wear a well-fitted\* mask:

1. Indoors
2. In department vehicles

Well-fitted masks shall **ALWAYS** (outdoors and indoors) be worn by:

1. Unvaccinated Members
2. Members that have not reported vaccination status in People and Pay Employee Portal

We are public safety workers, and as such, it is our job to be responsible and abide by City and County of San Francisco health orders. This is about protecting ourselves, one another, our families, and the public that we serve. It is our job to step up and lead the way for this city, and part of that is by masking up.

Support Services has supplied additional masks to divisions and departments for distribution.

In addition, direct any questions to your supervisor or in a General Form following the Chain of Command to the Deputy Chief of Administration.

*\*Well-Fitted Mask. A "Well-Fitted Mask" means a face covering that is well-fitted to an individual and covers the nose and mouth especially while talking, consistent with the Face Covering Requirements. DPH guidance regarding Well-Fitted Masks may be found at [www.sfdcdph.org/maskingupdate](http://www.sfdcdph.org/maskingupdate). A non-vented N95 mask is strongly recommended as a Well-Fitted Mask, even if not fit-tested, to provide maximum protection. A Well-Fitted Mask does not include a scarf, ski mask, balaclava, bandana, turtleneck, collar, or single layer of fabric or any mask that has an unfiltered one-way exhaust valve. (Public Health Order C19-07y)*

Attachments:

Department of Public Health Order, August 2, 2021

Health and Safety FAQ, August 3, 2021

---

## **FAQ's**

### **What is the Mask Mandate?**

The update to the San Francisco Health Order adds a new requirement for individuals, regardless of their vaccination status, to wear masks while in indoor public settings. The new requirement applies to everyone in the county, including patrons, participants, and visitors, as well as personnel (employees and contractors).

### **Where can I get masks?**

Support Services has provided adequate masks for all members at the Division stations. Officers may request masks through their Battalion.

### **COVID testing sites**

**<https://sf.gov/find-out-about-your-covid-19-testing-options>**

### **Members with symptoms at home or during a watch**

Wear a mask, get tested, isolate, call in SP, and notify your personal medical provider and notify the SFFD Physician's by emailing [FireMD@sfgov.org](mailto:FireMD@sfgov.org)

### **Members who have been exposed at work**

- Continue to work regular duty. Regardless of your vaccination status, get tested 3-5 days after the exposure.
- If you develop symptoms: continue to wear a mask, get tested, isolate, call in COV-SP, and notify your personal medical provider and notify the SFFD Physician's by emailing [FireMD@sfgov.org](mailto:FireMD@sfgov.org)

### **Members who have been exposed at home to close contacts (ex. spouse, child, roommates, etc.)**

- Wear a mask & get tested
- If you are vaccinated, you can continue to work if you do not have any symptoms.
- If you are unvaccinated, call in COV-SP, continue to wear a mask, get tested, notify your personal medical provider, and notify the SFFD Physician's by emailing [FireMD@sfgov.org](mailto:FireMD@sfgov.org)

### **For Officers Filing (5020) on Member with COVID:**

- Ask member the following questions:
  - a. Date s/sx started (if any)
  - b. Date & location of test
  - c. Date of test result
  - d. Date last worked & which station
    - 1. Was member at work 48 hours before s/sx started or test date, whichever is first.
  - e. Vaccinated?
  - f. Safeguards used
  - g. Use the last day worked as the 5020 event date.
- Physician's Office notifies AO & HR that member will be SPI/COV-SP.

August 3, 2021

Exhibit 8 Page 32

Created with Scanner Pro

- Officer completes the HRMS COVID exposure/encounter report and sends text notifications to exposed members (Fire Station portal à Officer tab à Exposure/Encounter)
  - a. Example of notification text:
    1. This is a message from \_\_\_\_\_: you were exposed to a confirmed COVID positive person on \_\_\_\_\_ [date]. An exposure report has been filed. Continue to monitor your health and use proper PPE - wear your mask when indoors around others. Regardless of vaccination status, get tested 3-5 days after the exposure. COVID testing is available via <https://sf.gov/find-out-about-your-covid-19-testing-options>. Continue to work regular duty, if you develop signs & symptoms get tested and go home and notify the SFFD Physician's Office at 415-558-3446. DO NOT RESPOND TO THIS MESSAGE.
- Physician's Office completes HRMS Medical portal "COVID-19,, documentation

**For Member:**

- Call one of the occupational health clinics to schedule an appointment to be evaluated as soon as possible: <https://sfdhr.org/designated-medical-treatment-facilities> (Davies Occupational Health does not accept COVID claims)
- After each occupational health appointment, it is the **members responsibility** to email [FireMD@sfgov.org](mailto:FireMD@sfgov.org) a copy of your work note so the department can ensure your duty status is correct with the assignment office.
- Email your COVID test result to [FireMD@sfgov.org](mailto:FireMD@sfgov.org)
- In the future, when you are cleared for regular duty, please note that that you must be cleared by occupational health and by our office prior to your first shift back (not the same day). Call the SFFD Physician's Office at 415-558-3446 to discuss this when you think you are close to being released to regular duty.

**PPE**

PPE shall be worn on all calls as per COVID19 protocols except when donning breathing apparatus.

**Employer documentation**

1. log-in to employee portal (the same way you check paystubs) at <https://sfgov.org/sfc/employee-gateway> on Google Chrome or Firefox browser
  - a. click **MY LINKS** tab, Click **EMPLOYEE LINKS** tab
  - b. find **HR Information (NEW)**
  - c. click "Add Vaccine Status"
  - d. Click on the **Form** tab to enter the required information. click the **Save** button before going to the next step. If you are vaccinated, you will need to upload image of vaccine card or pdf of medical vaccine record from MyChart in the **Attachments** tab.
  - e. after uploading, Click the **Form** tab to finalize your submission. On the **Form** tab, click the **Submit** button for completion.
2. **OR** take a photo of your vaccine card or a pdf of your medical vaccine record from MyChart and email it to SFFD DHR at [Jesusa.bushong@sfgov.org](mailto:Jesusa.bushong@sfgov.org)

August 3, 2021

Exhibit 8 Page 33

Created with Scanner Pro

City and County of San Francisco  
Carol Isen  
Human Resources Director



Department of Human Resources  
Connecting People with Purpose  
[www.sfdhr.org](http://www.sfdhr.org)

**COVID-19 Vaccination Policy**  
Issued: 6/23/2021  
Amended 8/6/2021

**8/6/2021 Revision:** This revision updates the vaccination policy for all employees subject to San Francisco Health Officer's Safer-Return-Together Order ("SF Health Order") (last amended August 2, 2021) and who are required to be vaccinated no later than September 15, 2021 employees for regularly scheduled to work in high-risk settings and no later than October 13, 2021 for employees who may occasionally or intermittently enter high-risk settings as part of their job.

This revision also clarifies that the City's Vaccination Policy applies to City interns, volunteers, and City fellows (including SF Fellows, McCarthy Fellows, Fish Fellow, and Willie Brown Fellows). Generally, all such persons must show proof of full vaccination status to the Departmental Personnel Officer or Human Resources personnel at the department where they intern, volunteer or have their fellowship, who will verify that the individual has shown appropriate documentation that they are fully vaccinated before the start of their internship, fellowship or volunteer activity, or, if they are a current intern, fellow or volunteer, by no later than the applicable deadline under the SF Health Order (if in a high-risk setting) or by October 13, 2021. Departments must not retain copies of the individual's vaccination record after verification. An addendum has been added to provide the dates by which all subject to this policy must report and begin the vaccination process.

**PURPOSE STATEMENT**

The City and County of San Francisco (City) must provide a safe and healthy workplace, consistent with COVID-19 public health guidance and legal requirements, to protect its employees and the public as it reopens services and returns more employees to workplaces.

According to the federal Centers for Disease Control (CDC), the California Department of Public Health (CDPH), and the San Francisco County Health Officer, COVID-19 continues to pose a risk, especially to individuals who are not fully vaccinated, and certain safety measures remain necessary to protect against COVID-19 cases and deaths. Vaccination is the most effective way to prevent transmission and limit COVID-19 hospitalizations and deaths. Unvaccinated employees, interns, fellows and volunteers are at greater risk of contracting and spreading COVID-19 within the workplace and City facilities, and to the public that depends on City services.

To best protect its employees and others in City facilities, and fulfill its obligations to the public, all employees must, as a condition of employment: (1) report their vaccination status to the City; and (2) be fully vaccinated and report that vaccination status to the City not later than either the applicable deadline under the San Francisco Health Order, if it applies, or 10 weeks

One South Van Ness Avenue, 4<sup>th</sup> Floor • San Francisco, CA 94103-5413 • (415) 557-4800

Exhibit 8 Page 34

Created with Scanner Pro

after the Federal Food & Drug Administration (FDA) giving final approval to at least one COVID-19 vaccine, if not otherwise covered by the SF Health Order.

#### LEGAL REQUIREMENTS

On June 17, 2021, Governor Newsom issued Executive Order No. N-09-21, which implements new California Division of Occupational Safety and Health (Cal/OSHA) rules, effective June 17, 2021. These rules require employers to take specific measures to protect employees from COVID-19, including enforcing masking and quarantine requirements, and offering COVID-19 testing and time off, for employees who are unvaccinated or for whom the employer does not have documentation verifying they are fully vaccinated. The Cal/OSHA rules require employers to verify and document that an employee is fully vaccinated before allowing that employee to discontinue masking indoors. For unvaccinated employees or employees for whom the City does not have documentation verifying fully vaccinated status, the City must enforce masking, provide COVID-19 testing following a close contact in the workplace or anytime they have COVID-19 symptoms, and exclude these employees from the workplace for 10 days after a close contact. Upon request, the City also must provide non-vaccinated employees with respirators (N95 masks) and provide education about using that type of mask.

On July 26, 2021 CDPH issued an Order (CDPH Vaccination Status Order) that workers in high risk and other healthcare settings must report their vaccination status no later than August 23, 2021. The CDPH Vaccination Status Order also requires routine testing and more rigorous masking for unvaccinated or only partially vaccinated personnel working in these settings.

On August 2, 2021, the San Francisco Health Officer updated the SF Health Order requiring all employers to determine the vaccination status of employees who routinely work onsite in high-risk settings by no later than September 15, 2021 and precluding unvaccinated employees from entering those facilities after that date, and precluding unvaccinated employees who may occasionally or intermittently enter those settings from entering those facilities after October 13, 2021. This order further requires employees (among others) to remain masked in the workplace, effectively superseding the Cal/OSHA COVID-19 Temporary Emergency Standard which allows unvaccinated employees who had documented that status to remove their masks.

On August 2, DHR issued a revised policy Face Coverings at Work Policy that complies with both the state and local health orders and can be found here:

<https://sfdhr.org/sites/default/files/documents/COVID-19/Face-Covering-Requirements-at-Work.pdf>

On August 5, 2021, CDPH issued a new Order (Health Care Worker Vaccine Requirement) mandating all workers who provide services or work in identified health care facilities to be fully vaccinated by September 30, 2021. The only exemptions to the Health Care Worker Vaccine Requirement are for workers who have a documented and approved exemption from vaccination on the basis of a sincerely-held religious belief or due to a qualifying medical condition or restriction.

## **STATEMENT OF POLICY**

### **Definition of "Employees" Under This Policy**

For purposes of this policy only, the term "employees" includes all full, part-time and as-need City employees regardless of appointment type, volunteers, interns, and City fellows (such as San Francisco Fellows, McCarthy Fellows, Fish Fellows, and Willie Brown Fellows).

### **Requirement to Report Vaccination Status**

To protect the City's workforce and the public that it serves, all City employees were required to report their vaccination status to the City by July 29, 2021 (with a subsequent extension to August 12, 2021), by providing the following information:

- Whether the employee is vaccinated (yes or no)
- For employees who are vaccinated or partly vaccinated:
  - The type of vaccine obtained (Moderna, Pfizer, or Johnson & Johnson, or other vaccine received in approved clinical trials)
  - Date of first dose vaccine;
  - Date of second vaccine for a 2-dose vaccine;
  - Declaration under penalty of perjury that they have been fully vaccinated, and
  - Upload documentation verifying proof of vaccination status. Proof of vaccination can include a copy of the CDC COVID-19 Vaccination Record Card, documentation of vaccine from the employee's healthcare provider, or documentation issued by the State of California by going to:  
<https://myvaccinerecord.cdph.ca.gov/>

To be fully vaccinated, 14 days must have passed since an employee received the final dose of a two-shot vaccine or a dose of a one-shot vaccine. All unvaccinated employees must continue to comply with masking, testing, and other safety requirements until they are fully vaccinated and have reported and documented that status to the City consistent with this Policy. Employees who previously reported that they were unvaccinated must update their status once they are fully vaccinated.

Failure to comply with the reporting requirement may result in discipline, or non-disciplinary separation from employment with the City for failure to meet the minimum qualifications of the job.

### **How to Report Vaccination Status**

Volunteers, interns, and City fellows (such as San Francisco Fellows, McCarthy Fellows, Fish Fellows, and Willie Brown Fellows) must verify that they are fully vaccinated to the Departmental Personnel Officer or Human Resources professional by showing a copy of their CDC COVID-19 Vaccination Record Card, documentation from the individual's healthcare

provider, or documentation issued by the State of California as described above. The department must retain documentation that the individual's vaccination status has been verified but must not retain copies of the individual's vaccination record.

All other employees must report their vaccination information and upload documentation verifying that status into the City's People & Pay system using the Employee Portal or by hand using the COVID-19 Vaccination Status Form. Only City employees authorized to access employee personnel information will have access to the medical portion of the file. The City will share information about an employee's vaccination status only on a need-to-know basis, including to the employee's department, managers and supervisors for the purpose of enforcing masking, quarantining in the event of a close contact, and other safety requirements.

#### **Vaccination Requirements for Employees**

1. To comply with the SF Health Order and ensure delivery of City services, City policy requires that all City employees routinely assigned to or working onsite in high-risk settings must be fully vaccinated – and must have reported that status and uploaded documentation verifying that status in the Employee Portal – no later than September 15, 2021, unless they have been approved for an exemption from the vaccination requirement as a reasonable accommodation for a medical condition or restriction or sincerely held religious beliefs. Any employee with an approved exemption must still report their vaccination status to the City by the September 15, 2021 deadline. The vaccination and reporting requirements are conditions of City employment and a minimum qualification for employees who are routinely assigned to or working onsite in high-risk settings. Those employees who fail to meet the vaccination and reporting requirements under this Policy will be unable to enter the facilities and unable to perform an essential function of their job, and therefore will not meet the minimum requirements to perform their job.
2. To comply with the CDPH Health Care Worker Requirement and ensure delivery of City services, City policy requires that all City employees who are not otherwise covered by the SF Health Order September 15, 2021 deadline, but who provide services or work in the health care facilities identified in the state's order, must be fully vaccinated – and must have reported that status and uploaded documentation verifying that status in the Employee Portal – no later than September 30, 2021, unless they have been approved for an exemption from the vaccination requirement as a reasonable accommodation for a medical condition or restriction or sincerely-held religious-beliefs. Any employee with an approved exemption must still report their vaccination status to the City by the September 30, 2021 deadline. The vaccination and reporting requirements are conditions of City employment and a minimum qualification for employees provide services or work in the health care facilities identified in the state's order. Those employees who fail to meet the vaccination and reporting requirements under this Policy will be unable to enter the facilities and unable to perform an essential function of their job, and therefore will not meet the minimum requirements to perform their job.
3. To comply with the SF Health Order and ensure delivery of City services, City policy requires that all City employees who in the course of their duties may enter or work in high-risk

settings even on an intermittent or occasional basis or for short periods of time must be fully vaccinated – and must have reported that status and uploaded documentation verifying that status in the Employee Portal– no later than October 13, 2021, unless they have been approved for an exemption from the vaccination requirement as a reasonable accommodation for a medical condition or restriction or sincerely-held religious beliefs. Any employee with an approved exemption must still report their vaccination status to the City by the October 13, 2021 deadline. The vaccination and reporting requirements are conditions of City employment and a minimum qualification for employees who in the course of their duties may enter or work in high-risk settings even on an intermittent or occasional basis or for short periods of time. Those employees who fail to meet the vaccination and reporting requirements under this Policy will be unable to enter the facilities and therefore unable to perform an essential function of their job, and will not meet the minimum requirements to perform their job.

4. Volunteers, interns, and City fellows (such as San Francisco Fellows, McCarthy Fellows, Fish Fellows, and Willie Brown Fellows) must be fully vaccinated – and must have reported that status and providing documentation verifying that status to the Departmental Human Resources personnel – as a condition of serving as a City volunteer, intern or fellow. Those already working and who do not fall under the SF Health Order must be fully vaccinated no later than October 13, 2021. Failure to comply with this policy will result in suspension of the internship, fellowship, or volunteer opportunity until such time as the individual provides verification that they are fully vaccinated.

5. All other City employees must be fully vaccinated – and must have reported that status and uploaded documentation verifying that status in the Employee Portal – as a condition of employment within ten weeks after the FDA provides final approval to at least one COVID-19 vaccine, unless they have been approved for an exemption from the vaccination requirement as a reasonable accommodation for a medical condition or restriction or sincerely-held religious beliefs. Any employee with an approved exemption must still report their vaccination status to the City by the applicable deadline. Once the vaccination deadline is reached (10 weeks after FDA approval of a vaccine) the vaccination and reporting requirements are conditions of City employment and a minimum qualification for all City employees.

Failure to comply with this Policy may result in a disciplinary action, or non-disciplinary separation from employment for failure to meet the minimum qualifications of the job.

#### **Requesting an Exemption from the Vaccination Requirement**

Employees with a medical condition or other medical restriction that affects their eligibility for a vaccine, as verified by their medical provider, or those with a sincerely held religious belief that prohibits them from receiving a vaccine, may request a reasonable accommodation to be excused from this vaccination requirement. The City will review requests for accommodation on a case-by-case basis, and engage in an interactive process with employees who submit such requests. For some positions where fully vaccinated status is required to enter the facility where the employee works, an accommodation may require transfer to an alternate vacant position, if available, in another classification for which the employee meets the minimum

**COVID-19 VACCINATION COMPLIANCE DEADLINES  
ADDENDUM TO VACCINATION POLICY AMENDED AUGUST 5, 2021**

Below are the vaccination status reporting deadlines for City employees.

COVID-19 VACCINATION STATUS REPORTING DEADLINES	
<b>July 29, 2021</b>	Reporting Deadline
<b>August 12, 2021</b>	Grace Period - Final day to report vaccination status

Below are the vaccination deadlines for City employees. City employees working in high-risk settings are subject to non-disciplinary release if not vaccinated by the deadlines referenced below for failure to meet the minimum qualifications of their jobs.

COVID-19 VACCINATION DEADLINES BY EMPLOYEE TYPE	
<b>Employees not working in "High-Risk" or other Health Care Settings</b>	No vaccination required at this time. Under the City Vaccination Policy, employees must be fully vaccinated within 10 weeks after full FDA approval of any COVID-19 vaccine.
<b>Employees who are assigned to or routinely work onsite in High-Risk Settings</b>	<p>Must be fully vaccinated <i>no later than September 15, 2021</i>.</p> <ul style="list-style-type: none"> <li>• <b>Moderna:</b> First Shot <i>no later than August 4, 2021</i>; Second Shot <i>no later than September 1, 2021</i></li> <li>• <b>Pfizer:</b> First Shot <i>no later than August 11, 2021</i>; Second Shot <i>no later than September 1, 2021</i></li> <li>• <b>Johnson &amp; Johnson:</b> First Shot <i>no later than September 1, 2021</i></li> </ul>
<b>Employees working in other Health Care Facilities</b>	<p>Must be fully vaccinated <i>no later than September 30, 2021</i>.</p> <ul style="list-style-type: none"> <li>• <b>Moderna:</b> First Shot <i>no later than August 19, 2021</i>; Second Shot <i>no later than September 16, 2021</i></li> <li>• <b>Pfizer:</b> First Shot <i>no later than August 26, 2021</i>; Second Shot <i>no later than September 16, 2021</i></li> <li>• <b>Johnson &amp; Johnson:</b> First Shot <i>no later than September 16, 2021</i></li> </ul>
<b>Employees intermittently or occasionally working in "High-Risk Settings"</b>	<p>Must be fully vaccinated <i>no later than October 13, 2021</i>.</p> <ul style="list-style-type: none"> <li>• <b>Moderna:</b> First Shot <i>no later than September 1, 2021</i>; Second Shot <i>no later than September 29, 2021</i></li> <li>• <b>Pfizer:</b> First Shot <i>no later than September 8, 2021</i>; Second Shot <i>no later than September 29, 2021</i></li> <li>• <b>Johnson &amp; Johnson:</b> First Shot <i>no later than September 29, 2021</i></li> </ul>

City and County of San Francisco  
Carol Iken  
Human Resources Director



Department of Human Resources  
Connecting People with Purpose  
www.sfdhr.org

August 10, 2021

RE: Notice of Potential Disciplinary or other Employment Action - Failure to Report Vaccination Status

Dear City employee:

You are receiving this notice of potential disciplinary or other employment action because City records show that you have failed to report your COVID-19 vaccination status to the City, as required by the City's Vaccination Policy, <https://fdhr.org/new-vaccine-and-face-covering-policy-for-employees>. This violation of the City's COVID-19 Vaccination Policy may result in disciplinary or other employment action. If you believe you are receiving this letter in error, please contact your departmental Human Resources representatives, who can assist you with reviewing your vaccination status reporting.

On June 23, 2021, the City issued the COVID-19 Vaccination Policy which required that all employees, as a condition of employment, report their vaccination status to the City by July 29, 2021. Employees did not need to be fully vaccinated, but could report their status as fully vaccinated, partially vaccinated, or not vaccinated.

On June 29, 2021, the City sent a DSW alert via text and email to all employees, with instructions for how to report vaccination status.

In the 30 days between the effective date of the policy and the reporting deadline, the City provided notifications to employees via work e-mail, personal e-mail and text about the requirement that employees report their vaccination status. In addition, your department or supervisor may have followed up with you directly to remind you of this requirement and offer assistance with reporting your vaccination status. You may also reach out directly to your department's human resources team.

On August 2, 2021, the City emailed and mailed you, by US mail, a notice that you had not reported your vaccination status to the City by the July 29, 2021 deadline. You were given a two-week grace period to report your vaccination status, with a new reporting deadline of August 12, 2021. As of the date of this notice, City records show that you have still not complied with the requirement to report your vaccination status.

You are directed to report your vaccination status by August 12, 2021. If you do not comply with the City's COVID-19 Vaccination Policy and report your vaccination status by August 12, 2021, you may be subject to progressive disciplinary action, up to and including termination, or other employment action.

For City employees in permanent civil service (PCS) positions who are non-compliant, their department may initiate disciplinary action starting on August 17, 2021, by issuing a Stelly notice of intent to suspend for ten (10) days. Ongoing and continued non-compliance may result in further progressive discipline, up to and including termination of your employment.

Exhibit 7 Page 1

Employees who are in temporary exempt (TEX) and permanent exempt (PEX) may be released immediately. If those employees have underlying PCS positions, they may also be subject to discipline in that underlying position. Employees serving a probationary period who have not reported their status by the deadline may be released from probation.

The City does not wish to take disciplinary or other employment action against its employees. But the vaccination status reporting and other requirements in the Vaccination Policy are critical steps in the City's efforts to meet its legal obligations and ensure the health, safety and well-being of its employees and the public we serve. Accordingly, all employees must report their status as part of this effort.

Sincerely,

  
Carol Iken  
Human Resources Director

CC: Personnel File

Exhibit 7 Page 2

From: San Francisco Employee Alert noreply@everbridge.net  
Subject: Notice of Potential Discipline  
Date: August 10, 2021 at 1:16 PM  
To: qwistar@me.com



### City and County of San Francisco DSW Alert

[Please click here to acknowledge receipt of this message](#)

Dear City employee:

You are receiving this notice of potential disciplinary or other employment action because City records show that you have failed to report your COVID-19 vaccination status to the City, as required by the City's Vaccination Policy, <https://sfdhr.org/new-vaccine-and-face-covering-policy-city-employees>. This violation of the City's COVID-19 Vaccination Policy may result in disciplinary or other employment action. If you believe you are receiving this letter in error, please contact your departmental Human Resources representatives, who can assist you with reviewing your vaccination status reporting.

On June 23, 2021, the City issued the COVID-19 Vaccination Policy which required that all employees, as a condition of employment, report their vaccination status to the City by July 29, 2021. Employees did not need to be fully vaccinated but could report their status as fully vaccinated, partially vaccinated, or not vaccinated.

On June 29, 2021, the City sent a DSW alert via text and email to all employees, with instructions for how to report vaccination status.

In the 30 days between the effective date of the policy and the reporting deadline, the City provided notifications to employees via work e-mail, personal e-mail and text about the requirement that employees report their vaccination status. In addition, your department or supervisor may have followed up with you directly to remind you of this requirement and offer assistance with reporting your vaccination status. You may also reach out directly to your department's human resources team by emailing: [VAXReportto@SFMTA.com](mailto:VAXReportto@SFMTA.com).

On August 2, 2021, the City emailed and mailed you, by US mail, a notice that you had not reported your vaccination status to the City by the July 29, 2021 deadline. You were given a two-week grace period to report your vaccination status, with a new reporting deadline of August 12, 2021. As of the date of this notice, City records show that you have still not complied with the requirement to report your vaccination status.

You are directed to report your vaccination status by August 12, 2021. If you do not comply with the City's COVID-19 Vaccination Policy and report your vaccination status by August 12, 2021, you may be subject to progressive disciplinary action, up to and including termination, or other employment action.

For City employees in permanent civil service (PCS) positions who are non-compliant, their department may initiate disciplinary action starting on August 17, 2021, by issuing a *Skelly* notice of intent to suspend for ten (10) days. Ongoing and continued non-compliance may result in further progressive discipline, up to and including termination of your employment.

Employees who are in temporary exempt (TEX) and permanent exempt (PEX) may be released immediately. If those employees have underlying PCS positions; they may also be subject to discipline in that underlying position. Employees serving a probationary period who have not reported their status by the deadline may be released from probation.

The City does not wish to take disciplinary or other employment action against its employees. But the vaccination status reporting and other requirements in the Vaccination Policy are critical steps in the City's efforts to meet its legal obligations and ensure the health, safety and well-being of its employees and the public we serve. Accordingly, all employees must report their status as part of this effort.

Exhibit 6 Page 1

Exhibit 8 Page 41

Created with Scanner Pro



---

**Fw: General Order 21 A-70, COVID-19 Vaccination Policy**

---

**From:** Ludwig, Theresa (FIR) [theresa.ludwig@sfgov.org](mailto:theresa.ludwig@sfgov.org)

**Date:** Tue, Aug 10, 2021, 11:41

**21 A-70 DHR COVID-19 Vaccination Policy Amended 8-6-21.pdf** 415 KB

SAN FRANCISCO FIRE DEPARTMENT  
GENERAL ORDER

File Code 21 A-70

August 10, 2021

**From:** Chief of Department  
**To:** Distribution List "A"  
**Subject:** COVID-19 Vaccination Policy  
**Reference:** Rules and Regulations, Section 402  
State Public Health Officer Order of August 5, 2021  
Department of Public Health (DPH) Order C-19-07y (Updated August 2, 2021)  
**Enclosure:** Department of Human Resources COVID-19 Vaccination Policy (Amended 8/6/2021)

Officer Endorsement:  
Section 1108 - R. & R. \_\_\_\_\_

1. Mandatory Vaccination Status Reporting in the People and Pay Portal

All employees of the San Francisco Fire Department shall comply with the San Francisco Department of Human Resources (DHR) Vaccine Policy:

DHR Vaccine Policy (6/23/21) required ALL City employees to report their vaccination status – whether they are fully, partially, or unvaccinated – by July 29, 2021.

Employees who have not yet complied with the policy have been granted a grace period by DHR and are required to report their vaccination status in the People and Pay Employee Portal (<https://myapps.sfgov.org/ccsfportal/signin>) no later than August 12, 2021. If you are unable to navigate the Portal, you may email your status, and proof of vaccination if applicable, to [jesusa.bushong@sfgov.org](mailto:jesusa.bushong@sfgov.org).

Employees who have not yet reported their vaccination status are ordered to do so by August 12, 2021. Employees who do not comply with the City's COVID-19 Vaccination Policy and report their vaccination status by August 12, 2021, may be subject to progressive disciplinary action, up to and including termination, or other employment action.

For employees in permanent civil service (PCS) positions who are non-compliant, the Department may initiate disciplinary action starting on August 17, 2021, by issuing a Notice of Intent for Disciplinary Action to suspend for ten (10) days. Ongoing and continued non-compliance may result in further progressive discipline, up to and including termination of employment.

Employees who are in temporary exempt (TEX) and permanent exempt (PEX) may be released immediately. If those employees have underlying PCS positions, they may also be subject to discipline in that underlying position. Employees serving a probationary period who have not reported their status by the deadline may be released from probation.

2. Department of Human Resources Vaccination Mandates and Timeline

---

In accordance with State Public Health Officer Order of August 5, 2021 and DPH Order C19-07y:

**ALL members in the following ranks H2, H3, H4, H6, H8, H9, H10, H20, H22, H23, H24, H30, H33, H40, H43, H50, H51, H53, H150, H140** of the San Francisco Fire Department provide services intermittently or occasionally in High Risk settings and Health Care Facilities in the course of their assigned duties and are therefore **required to have their first dose of a one-dose regimen or their second dose of a two-dose regimen by September 30, 2021**. (See attached Covid-19 Vaccination Compliance guidelines addendum to vaccination policy amended August 5, 2021 for each vaccine type deadline).

ALL City employees – including members of the San Francisco Fire Department in ranks or positions other than those listed above – are required to be fully vaccinated no later than 10 weeks after the Federal Food & Drug Administration (FDA) gives final approval to at least one COVID-19 vaccine.

All employees of the San Francisco Fire Department are required to wear a well-fitted mask at all times in the workplace.

All employees on long-term leave are required to comply with the above mandates before returning to full duty.

Those employees who failed to meet the vaccination and reporting requirements under this Policy will be unable to enter health care facilities and high risk setting and are therefore unable to perform an essential function of their jobs, and will not meet the minimum requirements to perform their jobs. Failure to comply with this Policy may result in disciplinary action, or non-disciplinary separation from employment for failure to meet the minimum qualifications of the job.

### 3. Exemptions

Employees with a medical condition or other medical restriction that affects their eligibility for a vaccine, as verified by their medical provider, or those with a sincerely held religious belief that prohibits them from receiving a vaccine, may request a reasonable accommodation to be excused from this vaccination requirement but, must still report their status by the August 12, 2021 extended deadline.

Requests for Reasonable Accommodation forms and procedures can be found at:  
<https://sfdhr.org/new-vaccine-and-face-covering-policy-city-employees>

For questions or assistance, please contact SFFD's Human Resources Department at [jesusa.bushong@sfgov.org](mailto:jesusa.bushong@sfgov.org).

Jeanine R. Nicholson  
Chief of Department

---

From: Qwist, Eigil (FIR) [eigil.qwist@sfgov.org](mailto:eigil.qwist@sfgov.org)

To: 'qwistar@me.com' [qwistar@me.com](mailto:qwistar@me.com)

Date: Thu, Aug 12, 2021, 18:12



**Certification of Employee COVID-19  
Vaccination Status**

Type of Vaccine Received:
<input type="checkbox"/> Pfizer
<input type="checkbox"/> Moderna
<input type="checkbox"/> Johnson & Johnson/Janssen
I received the first dose of Pfizer or Moderna on _____
I received the second dose of Pfizer or Moderna on _____
I received the single dose of Johnson & Johnson/Janssen on _____
<input checked="" type="checkbox"/> I am not vaccinated.

**Employee Attestation:** I understand that I am required to provide the City with accurate information about my vaccination status and that failure to be truthful can subject me to discipline, up to and including termination of employment. I hereby certify that I have provided accurate and truthful information about my vaccination status in my answer to the questions above.

Name: ELIGIL QWIST

Date: 8-10-21

Signature: I AM SIGNING UNDER DURESS, COERCION & THREATS OF DISCIPLINE

DSW Number: 29251

AND/OR TERMINATION.

Department: SFFD

I RESERVE ALL MY RIGHTS  
AND GIVE UP NONE,  
WITHOUT PREJUDICE, UCC 1-30

This communication is to follow up and clarify my initial response to the City and County of San Francisco regarding the DHR New Vaccination and Face Covering Policy for CCSF Employees (Created July 12, 2021) The response referenced is the Conditional Acceptance I sent to Carol Isen, Human Resources Director, on July 16, 2021.

The DHR New Vaccination and Face Covering Policy requested that I report my Covid vaccination status and supporting documentation to CCSF Department of Human Resources. My position was clear to the City and County of San Francisco regarding any and all mandates related to Covid-19 through the Conditional Acceptance. However, I continue to receive communications that do not address the substantive content of my Conditional Acceptance but reiterate the mandate policy and set arbitrary dates of compliance. The communications are focused on deadlines and mandates and do not address the content of the documents submitted to DHR. This leaves me in a difficult position.

The communication and documentation being requested by the government and its agents, acting on behalf, may jeopardize or violate my inalienable rights and affect future litigation and/or trigger criminal proceedings.

The Order of the Department of Public Health Officer C19-07y (last updated 8/5) states, that, "Violation or failure to comply with this order is punishable by imprisonment." The threat of termination communicated in these documents already places me under duress. The threat of imprisonment is far more concerning than termination. Since personal liberty is at stake, the need to assert the 5th Amendment - prohibition against self-incrimination becomes relevant. The reference to the C19-07y Health Order and its threat of incarceration by the city departments, agencies, or agents of the government puts employees, like myself, in an untenable position. It seems to place our inalienable rights in conflict as we assert our California Constitutional Rights, US Constitutional Amendment Rights (1st, 4th, 5th, 14th), try to protect medical privacy, ADA laws, rights afforded by POBOR/FFBOR, MOU protections, civil rights legislation and all other inalienable rights affected during this fluid and constantly changing situation. I specifically reserve my rights to assert medical and religious objections to any and all Covid related mandates of my employment when and if I determine if they are applicable. I reserve the right to explore liability assurances relating to job related illness or injury in connection to Covid mandates.

Furthermore, the numerous mandates are frequently revised, rescinded, changed, contradicted and seem to promote disparate treatment of City and County employees. Navigating these numerous orders and mandates and understanding the implications and nuanced ways they can violate the rights of employees may require a high degree of cognitive ability and/or extensive legal research which may not be exhausted by the expiration of the government's arbitrary and manufactured timelines.

I am not refusing to report my status but must temporarily defer providing a clear, documented answer that could be a basis for discipline, termination or imprisonment until I have clear legal

guidance, and/or receive a substantive response to my communications and estoppel filed with the Human Resources Director.

I intend to preserve my rights during the process but do not wish to be disrespectful, insubordinate or interfere with safety protocols that protect public health. If you must, while navigating your own compliance with government mandates and establishing safety for employees and the public, it should serve your purported purpose of data collection to consider me to be a person who does not fit your definition of "Fully Vaccinated," as defined in Health Order C19-07y.

Additionally, the electronic portal has unknown encryption protection which makes the uploading and or transmission of Private Health Information precarious. I will be mailing my printed form to DHR along with this written document. I am unable to discuss the matter further or provide additional information, as the documents I have provided to the government and its agents stand on their own and provide a comprehensive explanation of my position. I will notify you when the matter has been resolved or receive a response from the documents I submitted. Thank you for your understanding in this matter.

From: Qwist, Elgi (FIR) <elgi.qwist@sfgov.org>  
Subject: Fw: General Order 21 A-70, COVID-19 Vaccination Policy  
Date: August 12, 2021 at 6:13 PM  
To: qwistar@me.com

From: Ludwig, Theresa (FIR) <theresa.ludwig@sfgov.org>  
Sent: Tuesday, August 10, 2021 11:41 AM  
Subject: General Order 21 A-70, COVID-19 Vaccination Policy

SAN FRANCISCO FIRE DEPARTMENT  
GENERAL ORDER

Code 21 A-70  
10, 2021

File  
August

From: Chief of Department  
To: Distribution List "A"  
Subject: COVID-19 Vaccination Policy  
Reference: Rules and Regulations, Section 402  
State Public Health Officer Order of August 5, 2021  
Department of Public Health (DPH) Order C-19-07y (Updated August 2, 2021)  
Enclosure: Department of Human Resources COVID-19 Vaccination Policy (Amended 8/6/2021)

Officer Endorsement:  
Section 1108 - R. & R.

1. Mandatory Vaccination Status Reporting in the People and Pay Portal

All employees of the San Francisco Fire Department shall comply with the San Francisco Department of Human Resources (DHR) Vaccine Policy:

DHR Vaccine Policy (6/23/21) required ALL City employees to report their vaccination status – whether they are fully, partially, or unvaccinated – by July 29, 2021.

Employees who have not yet complied with the policy have been granted a grace period by DHR and are required to report their vaccination status in the People and Pay Employee Portal (<https://myapps.sfgov.org/ccsfportal/signin>) no later than August 12, 2021. If you are unable to navigate the Portal, you may email your status, and proof of vaccination if applicable, to [jesusa.bushong@sfgov.org](mailto:jesusa.bushong@sfgov.org).

Employees who have not yet reported their vaccination status are ordered to do so by August 12, 2021. Employees who do not comply with the City's COVID-19 Vaccination Policy and report their vaccination status by August 12, 2021, may be subject to progressive disciplinary action, up to and including termination, or other

Exhibit 5 Page 1

Exhibit 8 Page 48

Created with Scanner Pro

deadline.

Requests for Reasonable Accommodation forms and procedures can be found at:  
<https://sfdhr.org/new-vaccine-and-face-covering-policy-city-employees>

For questions or assistance, please contact SFFD's Human Resources Department at  
[jesusa.bushong@sfgov.org](mailto:jesusa.bushong@sfgov.org).

Jeanine R. Nicholson  
Chief of Department



21 A-70 DHR  
COVID...-21.pdf

Exhibit 5 Page 3

Exhibit 8 Page 49

Created with Scanner Pro

## **Deadlines for vaccination to meet the SF DHR Order**

**From:** FireFDOC, FIR (FIR) firefdoc@sfgov.org

**To:** FireFDOC, FIR (FIR) firefdoc@sfgov.org

**Date:** Wed, Aug 25, 2021, 12:07

**To All Members:**

This is a reminder that for ALL members in the following ranks: H2, H3, H4, H6, H8, H9, H10, H20, H22, H23, H24, H30, H33, H40, H43, H50, H51, H53, H150, H140, the deadlines for vaccination are as follows:

Members must be fully vaccinated by October 13<sup>th</sup>, 2021 which means:

- For the Moderna vaccine:
  - First shot no later than September 1<sup>st</sup>, 2021.
  - Second shot, no later than September 29<sup>th</sup>, 2021
- For the Pfizer Vaccine:
  - First Shot no later than September 8<sup>th</sup>, 2021
  - Second Shot no later than September 29<sup>th</sup>, 2021
- For the Johnson and Johnson vaccine:
  - First and only shot no later than September 29<sup>th</sup>, 2021

For **ALL** other Fire Department Members, civilian and uniform, not listed in GO A-70, section 2, the deadline is November 1<sup>st</sup>.

This is 10 weeks after the August 23, 2021, full FDA approval of the Pfizer vaccine. This means:

- For the Moderna Vaccine:
  - First Shot no later than Sept 20<sup>th</sup>, 2021
  - Second Shot no later than October 18<sup>th</sup>, 2021
- For the Pfizer Vaccine:
  - First shot no later than Sept 27<sup>th</sup>, 2021

1/2

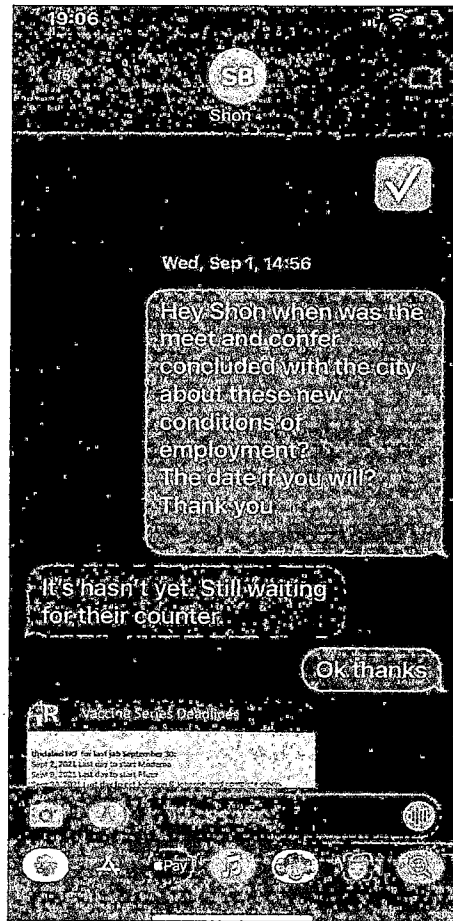
Exhibit 8 Page 50

**Created with Scanner Pro**

- Second Shot no later than October 18<sup>th</sup>, 2021
- For the Johnson and Johnson Vaccine
  - First and only shot no later than October 18<sup>th</sup>, 2021

The Doctor's office has a supply of doses of Pfizer and Johnson and Johnson by appointment only. Members must update vaccination status in the People and Pay Portal prior to October 13, 2021. Members may contact our HR Department for assistance in reporting and updating vaccination status via email at [Jesusa.Bushong@sfgov.org](mailto:Jesusa.Bushong@sfgov.org). Members are to refer to GO 21 A-70 for further.

---



text thread with Shon Buford, President of San Francisco Fire fighters local 798.

September 1, 2021

Blue Messages = Eric Rwis from my phone 415 624 6287

Black Messages = Shon Buford from his phone 415 760 1533

New Conditions of Employment

JEANINE R. NICHOLSON  
CHIEF OF DEPARTMENT



LONDON N. BREED  
MAYOR

**SAN FRANCISCO FIRE DEPARTMENT**  
CITY AND COUNTY OF SAN FRANCISCO

September 17, 2021

Eigil Qwist  
1546 San Anselmo Ave  
San Anselmo, CA  
94960

Dear Firefighter Qwist,

The City and County of San Francisco requires that all City employees be vaccinated against the COVID-19 virus under the City's COVID-19 Vaccination Policy.

Please be advised that you must provide a copy of either your vaccination card, your vaccine status in the California COVID-19 electronic database, or a letter from your physician verifying that you have been vaccinated to [jesusa.bushong@sfgov.org](mailto:jesusa.bushong@sfgov.org) on or before September 29, 2021.

It is critically important to understand that complying with the City's COVID-19 Vaccination Policy is a requirement for your position and a condition of City employment and that failure to comply will result in your separation from City employment.

**Exemptions**

**Step I - Exemption Request Application**

You may apply for an exemption from the City's COVID 19 vaccination requirement if you have a sincerely held religious belief or a qualifying medical exemption. You must apply for the exemption with the SFFD's Human Resources office no later than September 29, 2021. Forms are available on the City's HR website:

<https://sfdhr.org/vaccination-and-face-covering-policy-city-employees>

**Step II - Final Approval of Exemption**

The SFFD will review your request under the guidance of the City's Department of Human Resources.

**Step III - Reasonable Accommodations**

If after a complete review the Department finds you have stated an approved basis for exemption, the City will then determine if there exists a reasonable accommodation (e.g., change in job assignment, work schedule adjustment, etc.) available to you. You will be contacted once a final determination has been made.

**If you ARE NOT an exempted employee and are not vaccinated:**

September 29<sup>th</sup>, 2021 is the last day to get the single dose of the Johnson & Johnson vaccine or the second dose of the Moderna or Pfizer COVID-19 vaccines and thereby comply with the City COVID-19 Health Order.

---

698 SECOND STREET • SAN FRANCISCO, CA 94107 • 415.558.3400  
[WWW.SF-FIRE.ORG](http://WWW.SF-FIRE.ORG)

Exhibit 8 Page 53

Created with Scanner Pro

Members receiving their Johnson & Johnson or the second shot of Moderna or Pfizer of COVID-19 vaccine on or before September 29<sup>th</sup>, 2021 shall not receive a notice of intent to separate and will not be subject to an administrative hearing.

Employees who are not fully vaccinated (shot(s) + 2 weeks) but who have received two doses of either the Moderna or Pfizer COVID-19 vaccines or one dose of the Johnson & Johnson vaccine by October 13<sup>th</sup>, 2021 may not report for duty but may use unpaid or paid leave time other than sick leave (SP, COV) beginning on October 13<sup>th</sup>, 2021 so that they may return to full duty no later than November 1<sup>st</sup>, 2021 in fully vaccinated status.

Such employees must provide evidence of having received two doses of either the Moderna or Pfizer COVID-19 vaccines or one dose of the Johnson & Johnson COVID-19 vaccine on or before October 13<sup>th</sup>, 2021. These employees will not receive a notice of intent to separate and will not be subject to an administrative hearing.

**If you do not receive your final dose on or before October 13<sup>th</sup>, 2021:**

Employees who have not received their final dose of the Moderna or Pfizer or one dose of the Johnson & Johnson COVID-19 vaccines by October 13<sup>th</sup>, 2021 will receive a notice of intent to separate and may be placed on paid administrative leave pending an administrative meeting before the Chief of Department or the Chief's designee.

Following the administrative meeting, such employees will be placed on unpaid leave under San Francisco Charter Section A8.344 pending a trial before the San Francisco Fire Commission. The employee may use up to two weeks (prorated) of paid accrued leave other than sick leave to cover unpaid time after the administrative meeting and before the Fire Commission hearing. At any time after receiving notice of intent to separate, and before the conclusion of the Fire Commission termination hearing, such employees may return to full duty after providing evidence of their fully vaccinated status.

**Please get vaccinated and report your vaccination status as soon as possible!**

Eigil, we truly do not want to lose you as a valued member of the San Francisco Fire Department. We have been working diligently to communicate to you the severe consequences of non-compliance with the City and County of San Francisco's COVID-19 Health Order. If you have any questions or concerns, please do not hesitate to contact me.

I sincerely hope we can continue to work together to reliably and responsibly contribute to our San Francisco Fire Department's long, proud commitment to public safety and public service.

Sincerely,



Bryan W. Rubenstein  
Deputy Chief of Operations

**San Francisco Fire Department**



**Division of Human Resources**

September 29, 2021

Eigil Qwist  
1546 San Anselmo Ave.  
San Anselmo, CA 94960

**RE: Vaccination Status**

Dear Firefighter Qwist:

You are receiving this notice because our records indicate that you have not met the City's COVID-19 vaccination requirements.

Per California and San Francisco Health Orders the deadline for employees in your classification and assignment to be fully vaccinated is October 13, 2021. The deadline to receive your final dose is September 29, 2021.

In accordance with the agreement between the City and Local 798 regarding COVID-19 Vaccination Policy and Health Orders, if you are not fully vaccinated by October 13, 2021 but have received two doses of either the Moderna or Pfizer COVID-19 vaccines or one dose of the Johnson & Johnson vaccine no later than October 13, 2021 you may use unpaid or paid leave time (VA or TC) for a period beginning on October 13, 2021 so that you may return to full duty no later than November 1, 2021. Such employees must provide evidence of having received two doses of either the Moderna or Pfizer COVID-19 vaccines or one dose of the Johnson & Johnson COVID-19 vaccine on or before October 13, 2021.

You will not be in compliance with the City's COVID-19 vaccination requirements and will be subject to non-disciplinary release if you do not receive your final dose by October 13, 2021.

Once you receive your vaccine it is required that you immediately enter your updated vaccination status into the City's People and Pay System using the Employee Portal. You may contact your department HR representative for assistance with entering this information.

If you have any questions about the health order or the City's COVID-19 Vaccination Policy, please contact me by email at [jesusa.bushong@sfgov.org](mailto:jesusa.bushong@sfgov.org) or Lucy Chu at [lucy.chu@sfgov.org](mailto:lucy.chu@sfgov.org).

Jesusa Bushong  
Departmental Personnel Officer  
Fire Department Human Resources

**Exhibit 8 Page 55**

**698 Second Street**

**San Francisco, CA 94107**

**Created with Scanner Pro**