

Public Comment provided in person at Council Meetings

Administrative Session 02/21/23

[Video](#) and [Minutes](#)

From:

1. Shelly Schweigert, resident of the city of Arlington
2. Sabina Araya, resident of the city of Lake Stevens

Administrative Session 02/28/23

[Video](#) and [Minutes](#)

From:

1. Shelly Schweigert, resident of the city of Arlington
2. Debra Papenthien, resident of the city of Marysville

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**From:** shellbellemail <shellbellemail@aol.com>  
**Sent:** Thursday, February 16, 2023 6:27 PM  
**To:** Contact Council; Mead, Jared; Dunn, Megan; Nehring, Nate; Low, Sam; Peterson, Strom; Ben Zarlingo; Brenda Stonecipher; CFranklin; Don Schwab; Judy Tuohy; Liz Vogeli; Mary Fosse; Paula Rhyne  
**Cc:** Steve Oss; Sabina Araya  
**Subject:** I Support Resolution 23  
**Attachments:** 20230131\_161516\_resized\_1.jpg; EO\_Terminating\_the\_COVID-19\_Proclamation\_of\_EmergencyFinal.pdf; Complete\_with\_DocuSign\_Disposition\_22-ATU-OP-2.pdf; received\_432760203962641.jpeg; 20190410\_161634\_resized.jpg; Community Transit Resolution(1).docx

**CAUTION :** This email originated from outside of this organization. Please exercise caution with links and attachments.

February 16, 2023

Good Afternoon Snohomish County Council and Friends,

My name is Shelly Schweigert, Snohomish County Resident of Arlington District 1. Please Support Resolution 23 for The Good Of Snohomish County Taxpayers. Building Bridges in Snohomish County is Better Together.

My personal family story goes back 4 Generations Driving Public Transportation to help keep Washington Clean and Green. For 33yrs I remain a member in Good Standing with ATU Local 1576. While working for Community Transit, I was awarded 2 million miles of safe driving during inclement weather on the Frontlines.

January 1, 2022 current, I have Job Protection Thru HELSA and remain sheltering at home without benefits or income.

Community Transit will Terminate my Employment when President Biden Ends USA Emergency on May 11, 2023.

My hope is Snohomish County Council Members and Friends, will Support Resolution 23 so I can get back to driving bus and Continue Service to Our Community.

My hope is Community Transit will choose to Rescind their Vaccine Policy with your support. #HIRETHEMBACK and #RESTORESERVICE.

I invite all to support Resolution 23 on February 21, 2023.

Here is the Zoom login info for our meeting next Tuesday at 9:00am:

ZOOM WEBINAR REMOTE PARTICIPATION INFORMATION<sup>[SEP]</sup> Zoom Webinar link: <https://zoom.us/j/94846850772>

Dial in: (253) 215 8782 or (301) 715 8592

Meeting ID: 948 4685 0772

Zoom Webinar Instructions

Please see attached

#1. Feb 2022 CT Exempted Unvaccinated Contract Drivers while Religious Employees remain Terminated To Reduced Service.

#2 KC Rescinds Vaccine Policy

#3. CT Reinstatement under HELSA

#4. 2 million miles Awarded

#5. My bus

#6 Resolution 23

Thank You

Shelly Schweigert

16121 3rd Drive NE Arlington WA 98223

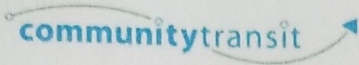
Cell 425-737-1228

Email: shellbellemail@aol.com

ATU Local 1576 Member in good Standing since 1990

Hire Date 10/13/1992

Sent from my T-Mobile 4G LTE Device



## Statement of Policy

### 1.9 Notification of COVID-19 Positive Cases at Community Transit Property

Any Contractor doing business on Community Transit Property agrees to notify Community Transit in the event one of their employees, or sub-contractors, tests positive for COVID-19 within 14 days of being on Community Transit property shall immediately notify their Community Transit representative. Community Transit representative personnel immediately notify Security & Emergency Management.

### 1.10 Vaccination Status on Community Transit Property

Effective February 15, 2022, Community Transit requires all Contractors on property that is owned, controlled, leased, or operated by Community Transit to be fully vaccinated against COVID-19 unless otherwise exempt in this policy.

Contractors are strongly recommended to follow public health guidance on COVID-19 boosters, but it is not explicitly required.

The following Contractors, including subcontractors and employees of such Contractor/Subcontractors, are exempt from the above vaccine requirement, but must meet all COVID-19 vaccination and testing requirements issued by the United States Department of Labor's Occupational Safety and Health Administration's (OSHA) and/or Washington State Labor & Industry (L&I) to protect employees from COVID-19, or as subsequently amended:

- Revenue Services Contract Providers & Services (e.g., Transdev & First Transit)
- Services provided through the Snohomish County Sheriff's Office Interlocal Agreement or other similar law enforcement services
- Delivery Drivers (e.g., UPS, Fed-Ex, Fuel Delivery, Amazon, Tool Delivery Trucks and similar vendors)
- Contractors used by Planning during the Construction Phase of a project.

## Section 2: Vendors & Contractors Subject to Certain Actions for Non-Compliance

### 2.3 Individuals Are Subject to Certain Action if They Do Not Comply

Vendors and contractors who fail to comply with this policy are subject to exclusion from all Community Transit property and services. Vendors and contractors who fail to comply with this policy may also be subject to termination of services provided to Community Transit or other penalties as outlined in terms of their contract with Community Transit.

## Section 3: Reporting Violations of COVID-19 Policy

Contractors may report violations of this policy, or other COVID-19 related policies, to their company or Community Transit's Security & Emergency Management Program.

## Section 4: Manager of Safety, Security & Compliance Responsibilities & Authority:

The Manager of Safety, Security & Compliance, or designee, has the responsibility and authority to manage and implement the elements of this policy, including:

- Developing and/or implementing agency-wide programs, plans, procedures, training, and tasks for the implementation of this policy.





## King County

### **PROCLAMATION AND ORDER OF THE KING COUNTY EXECUTIVE Terminating the COVID-19 Proclamation of Emergency**

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**WHEREAS**, on March 1, 2020, I issued a Proclamation of Emergency to address a significant health emergency caused by the novel coronavirus (“COVID-19”) before the widespread availability of life-saving vaccines and treatments; and authorized the emergency powers vested in me as King County Executive by RCW chapter 38.52, and King County Code chapters 2.56 and 12.52, as described in the Proclamation; and

**WHEREAS**, the measures we have taken together since early 2020, including the vaccination of over 90 percent of King County’s adult population, have made a difference and altered the course of the pandemic in fundamental ways; and

**WHEREAS**, with King County’s high level of vaccination booster uptake, particularly among those considered to be the most at-risk, the number of hospitalizations has stabilized at a safe level; and

**WHEREAS**, while COVID-19 appears to be here to stay, recent advances in medicine, including the widespread availability of vaccines for adults and children, as well as treatments like antivirals, are reasons to be hopeful that we will have the tools to protect ourselves and communities from severe disease and death to the greatest extent possible; and

**WHEREAS**, Governor Jay Inslee terminated the COVID-19 State of Emergency proclaimed in Proclamation 20-05, and also rescinded all COVID-19 emergency proclamations issued pursuant to Proclamation 20-05, effective October 31, 2022; and

**WHEREAS**, since the COVID-19 outbreak began, King County has used the best available science and expertise from the Department of Public Health – Seattle and King County (“Public Health”); and

**WHEREAS**, Public Health needed to assess the potential of how a winter surge in COVID-19 might impact the community before supporting a termination of the March 1, 2020, Proclamation of Emergency; and

**WHEREAS**, some King County operations and services continue to be impacted by COVID-19, including staffing shortages and the availability of in-person services; and

**WHEREAS**, I have consulted with the Director of Public Health, the Director of the Office of Emergency Management for King County, and other King County Department Directors to determine if there are any public health, fiscal, public safety response, or disaster recovery imperatives that require the continuation of the emergency powers granted to the Executive under the Proclamation of Emergency; and

**WHEREAS**, based on that consultation, there are no public health, fiscal, public safety response, or disaster recovery imperatives that require the continuation of the emergency powers granted to the Executive under the Proclamation of Emergency; and

**WHEREAS**, while the use of emergency powers are no longer needed to manage the risks of COVID-19 for the reasons set forth above, Public Health recommends that for everyone who is eligible to stay up to date with boosters (including the recent bivalent doses), and to continue the use of treatments and prevention measures, to lower the risk of severe illness, hospitalization, or death from COVID-19;

**NOW, THEREFORE, I, DOW CONSTANTINE, AS KING COUNTY EXECUTIVE, DO PROCLAIM AND ORDER AS FOLLOWS:**

**SECTION 1: TERMINATION OF PROCLAMATION OF EMERGENCY**

A. Although the threat of COVID-19 remains and King County is continuing diligent efforts to manage the public health risks in our community, a Proclamation of Emergency is no longer necessary to continue to respond to this disease. Therefore, the Proclamation issued on March 1, 2020, is terminated as of February 6, 2023.

**SECTION 2: ORDER**

A. Executive Order ACO-8-27-EO, issued under the March 1, 2020, Proclamation of Emergency and pertaining to the vaccine mandate for King County employees, is hereby terminated.

B. Executive Order ACO-8-28-EO, issued under the March 1, 2020, Proclamation of Emergency and pertaining to the vaccine mandate for King County contractors and volunteers, is hereby terminated.

C. The following additional orders issued pursuant to the March 1, 2020, Proclamation of Emergency are hereby terminated:

- (i) the orders embedded in the March 1, 2020, Proclamation of Emergency,
- (ii) the orders in PHL-10-4-EO, Significant Health Emergency Caused by Novel Coronavirus,
- (iii) the order in ACO-8-20-EO, County Work and Education Release Unit Closed in Response to COVID-19,
- (iv) the order in ACO-8-21-EO, Extending the Property Tax Deadline in Response to COVID-19,
- (v) the orders in ACO-8-25-1-EO, Issuance of Special Use Permits, to Utilize King County Right-of-Way for Restaurant, Personal Services or Retail Use,
- (vi) the order in ACO-8-24-EO, Emergency Budget Crisis in Response to COVID-19,
- (vii) the orders in ACO-8-25-EO, Use of King County Right of Way for Restaurant, Personal Services or Retail Use in Response to COVID-19, and

- D. The order in ACO-8-23-7-EO, Metro Service Reductions in Response to COVID-19, issued pursuant to the March 1, 2020, Proclamation of Emergency, is hereby reissued under King County Code section 28.94.020.B.2.a and terminated effective at the end of the current service change.
  
- E. King County agencies shall continue to follow the health safety guidance issued by Public Health, including but not limited to measures such as masking and social distancing.

**DATED this 6<sup>th</sup> day of February, 2023**



DOW CONSTANTINE, Executive  
King County, Washington

Attest:

DocuSigned by:



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\_\_\_\_\_  
Maria Laird for Norm Alberg,  
Director, Records and Licensing Services Division, Department of Executive Services

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*[Handwritten signature]*

*[Faint, illegible text]*



**DISPOSITION**  
Between  
**Community Transit**  
And  
**Amalgamated Transit Union, Local 1576**  
With respect to

**Grievance #22-ATU-OPS-0008 Termination Schweigert**

On September 28, 2021, in response to the ongoing pandemic, Community Transit implemented a policy mandating all employees be fully vaccinated against COVID-19 as a condition of employment. The agency's decision, consistent with guidance from local, state, and federal health officials, was intended to ensure a safer workplace for employees and passengers. Prior to implementing the policy, the agency encouraged voluntary vaccination by offering a pay incentive reaching an 84.2% vaccination rate. The policy's effective date of January 1, 2022 provided sufficient time for employees to consider options and take action as it related to the vaccine. One of those options included seeking an accommodation following an approved exemption from the policy for medical or religious reasons.

Shelly Schweigert was a coach operator for the agency. Coach operators are responsible for providing safe, timely, and efficient operation of passenger buses for Community Transit. The essential functions of a coach operator require an on-site presence and regular interaction with co-workers and the public. On November 5, 2021, Ms. Schweigert submitted a vaccination exception/accommodation form based on her sincerely held religious beliefs. She was notified on November 19, 2021, that her exemption request was approved, and she was invited to participate in the interactive process. She replied on November 22, 2022, confirming her desire to participate.

On November 24, 2021, Ms. Schweigert went out on FMLA leave. Subsequent repeated attempts to communicate and engage with her were unsuccessful therefore the agency moved forward through the process without Ms. Schweigert's participation. The agency concluded no reasonable accommodation could be made that allowed unvaccinated coach operators to be at work. Additionally, it was determined that allowing unvaccinated coach operators to work caused an undue hardship because of increased risk to the health and safety of employees and passengers. An evaluation of Ms. Schweigert's work experience and qualifications determined that she could not be reassigned to other available positions. A pre-Loudermill hearing was held December 31, 2021. Ms. Schweigert failed to appear for her hearing and was involuntarily separated from employment for non-compliance with the vaccine mandate.

On January 8, 2022, Amalgamated Transit Union, Local 1576 (ATU) filed a grievance contesting Ms. Schweigert's separation. The grievance was held in abeyance pending the outcome of Department of Labor (DOL) and Equal Employment Opportunity Commission (EEOC) complaints filed by Ms. Schweigert. In full settlement of Ms. Schweigert's DOL complaint, the agency agreed to amend her termination date to January 4, 2022, provide one day of backpay and COBRA for the month of January, and provide her another pre-Loudermill hearing. The second hearing was held on August 10, 2022, during which Ms. Schweigert claimed Health Emergency Labor Standards Act (HELSEA) high-risk protection. She requested to be re-instated and placed on an unpaid leave of absence. The agency concluded Ms. Schweigert's assertion of being a high-risk worker did not provide a basis to revisit the separation decision.

## Grievance #22-ATU-OPS-0008 Disposition Settlement

On September 13, 2022, Ms. Schweigert filed a second termination grievance which was combined with the original grievance filed on her behalf by ATU. The grievance hearing panel concluded there was just cause to terminate her employment due to non-compliance with the policy. On November 7, 2022, ATU notified Community Transit of their request to proceed to arbitration. The parties met to discuss a path forward as it relates to Ms. Schweigert's employment status pursuant to RCW 49.17.062 (HELSEA). It has already been established that no accommodation can be made for Ms. Schweigert. Community Transit and ATU Local 1576 agreed in full settlement of the grievance, to the following on a non-precedent setting basis:

1. Ms. Schweigert will obtain documentation from her medical provider verifying she is at high-risk for COVID-19 as defined by CDC guidelines and recommending her removal from the workforce due to her high-risk status. The documentation will be sent to HR Manager Carla Freeman two weeks from the date of this agreement. Hard copy may be dropped off at Community Transit's Administrative building (2312 West Casino Road) or electronically via email to [Carla.Freeman@commtrans.org](mailto:Carla.Freeman@commtrans.org).
2. Upon confirmation of her high-risk status, Community Transit will reinstate Ms. Schweigert's employment. The reinstatement will reflect no break in service and Ms. Schweigert will be placed on unpaid leave with no benefits due to her high-risk status. No back pay, benefits, or other compensation shall be due for the time period between the prior separation date and the reinstatement.
3. If the policy mandating vaccination is lifted:
  - a. Ms. Schweigert will be notified via email to [shellbellemail@aol.com](mailto:shellbellemail@aol.com). Via USPS Certified Mail, a hard copy of the notice will be sent to her last known phone / address on file and courtesy phone call will also be made. It is Ms. Schweigert's responsibility to ensure her contact information is current and up to date.
  - b. Ms. Schweigert will be given two weeks from the date the email notice of the policy change is sent to coordinate her return-to-work (RTW) process. Agency contact information will be included in her notice. She will return to work upon timely completion of these steps.
  - c. If Ms. Schweigert fails to communicate with the provided agency contacts during the RTW process or comply within the provided timeframe, her employment will be terminated. Unless there is a procedural error on the part of Community Transit, she will have no rights to grieve the termination.
4. When the "public health emergency" is lifted by the President pursuant to RCW 49.17.062(7), HELSEA protections end. If the agency's vaccination policy remains in effect:
  - a. Ms. Schweigert will have two weeks from the lifting of the "public health emergency" to decide whether she will become vaccinated. She will confirm her decision to her Manager Trent Botham via email at [Trent.Botham@commtrans.org](mailto:Trent.Botham@commtrans.org). Decision outcomes:
    - i. If Ms. Schweigert chooses to remain unvaccinated and/or fails to communicate with Trent Botham within the two-week timeframe referenced above, her employment will be terminated. She will have no rights to grieve the termination.

Grievance #22-ATU-OPS-0008 Disposition Settlement

- ii. If Ms. Schweigert chooses to become vaccinated, she will have one week from the time she notifies her manager to provide proof she has begun the vaccination process. She will provide proof via email to HR Manager Carla Freeman at [Carla.Freeman@commtrans.org](mailto:Carla.Freeman@commtrans.org). If Ms. Schweigert chooses a two-dose vaccination, she will have no more than four weeks to receive her second dose and provide proof of her second dose via email to Carla Freeman. Once fully vaccinated, defined by the CDC as two weeks following a one dose vaccination or two weeks following the second dose of a two-dose vaccination, Ms. Schweigert will begin the return to work (RTW) process and return to work immediately upon successful conclusion of the RTW process.

Agreed this 31<sup>th</sup> day of January 2023.

For SNOHOMISH COUNTY PUBLIC  
TRANSPORTATION BENEFIT AREA  
CORPORATION ("CT")



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Ric Ilgenfritz  
Chief Executive Officer



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Mark Holmes  
Chief Operating Officer



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Carla Freeman  
HR Manager – Employee Champion

For AMALGAMATED TRANSIT UNION LOCAL  
NO. 1576 ("ATU")



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Dani Julien  
Vice President & Acting Business Agent



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Shelly Schweigert  
Former Coach Operator


**Certificate Of Completion**

Envelope Id: 5FE9865B1D654D568B866D93F7C05507	Status: Completed
Subject: Complete with DocuSign: Disposition 22-ATU-OPS-0008 Termination Schweigert FINAL 01-31-23.pdf	
Source Envelope:	
Document Pages: 3	Signatures: 5
Certificate Pages: 5	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelopeld Stamping: Enabled	Carla Freeman
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	2312 W Casino Road
	Everett, WA 98204
	carla.freeman@commtrans.org
	IP Address: 206.208.64.20


**Record Tracking**

Status: Original	Holder: Carla Freeman	Location: DocuSign
1/31/2023 9:51:47 AM	carla.freeman@commtrans.org	

**Signer Events**

Signer Events	Signature	Timestamp
Shelly Schweigert shellbellemail@aol.com Security Level: Email, Account Authentication (None)		Sent: 1/31/2023 12:06:15 PM Viewed: 1/31/2023 12:20:22 PM Signed: 2/2/2023 10:30:17 AM
	Signature Adoption: Drawn on Device Using IP Address: 172.56.105.24 Signed using mobile	


**Electronic Record and Signature Disclosure:**  
Accepted: 1/31/2023 12:20:22 PM  
ID: 19a24cf9-0566-4118-a757-8d55de5eed85

Dani Julien djuilenvp@atu1576.org Security Level: Email, Account Authentication (None)		Sent: 1/31/2023 10:01:57 AM Resent: 2/2/2023 10:30:20 AM Viewed: 1/31/2023 10:15:50 AM Signed: 2/3/2023 9:37:36 AM
	Signature Adoption: Pre-selected Style Using IP Address: 74.93.101.221	

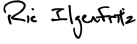
**Electronic Record and Signature Disclosure:**  
Accepted: 1/31/2023 10:15:50 AM  
ID: bc4d1998-143a-4343-98e6-ddc3ee42bbb1

Carla Freeman carla.freeman@commtrans.org Labor Relations Specialist Community Transit Security Level: Email, Account Authentication (None)		Sent: 2/3/2023 9:37:39 AM Viewed: 2/3/2023 9:50:08 AM Signed: 2/3/2023 9:50:16 AM
	Signature Adoption: Uploaded Signature Image Using IP Address: 206.208.64.20	

**Electronic Record and Signature Disclosure:**  
Not Offered via DocuSign

Mark Holmes Mark.Holmes@commtrans.org Chief Operating Officer Security Level: Email, Account Authentication (None)		Sent: 2/3/2023 9:50:20 AM Viewed: 2/3/2023 10:09:40 AM Signed: 2/3/2023 10:10:08 AM
	Signature Adoption: Pre-selected Style Using IP Address: 50.223.32.18 Signed using mobile	

**Electronic Record and Signature Disclosure:**  
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ID: a7a213a5-437d-4471-892b-4b6418105587

Signer Events	Signature	Timestamp
Ric Ilgenfritz Ric.ilgenfritz@commtrans.org Chief Executive Officer Security Level: Email, Account Authentication (None)	  Signature Adoption: Pre-selected Style Using IP Address: 174.247.184.244 Signed using mobile	Sent: 2/3/2023 10:10:11 AM Viewed: 2/3/2023 11:07:12 AM Signed: 2/3/2023 11:07:36 AM
<b>Electronic Record and Signature Disclosure:</b> Accepted: 2/3/2023 11:07:12 AM ID: 16207e9e-bda3-454c-9cc6-03f2af8ce912		
In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Carla Freeman carla.freeman@commtrans.org Labor Relations Specialist Community Transit Security Level: Email, Account Authentication (None)	<div style="border: 2px solid blue; padding: 5px; text-align: center; color: blue; font-weight: bold; font-size: 1.2em;">COPIED</div>	Sent: 2/3/2023 11:07:40 AM Resent: 2/3/2023 11:07:45 AM Viewed: 2/3/2023 11:28:37 AM
<b>Electronic Record and Signature Disclosure:</b> Not Offered via DocuSign		
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	1/31/2023 10:01:57 AM
Envelope Updated	Security Checked	1/31/2023 12:06:14 PM
Envelope Updated	Security Checked	1/31/2023 12:06:14 PM
Certified Delivered	Security Checked	2/3/2023 11:07:12 AM
Signing Complete	Security Checked	2/3/2023 11:07:36 AM
Completed	Security Checked	2/3/2023 11:07:40 AM
Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

## **ELECTRONIC RECORD AND SIGNATURE DISCLOSURE**

From time to time, Community Transit (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

### **Getting paper copies**

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

### **Withdrawing your consent**

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

### **Consequences of changing your mind**

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

### **All notices and disclosures will be sent to you electronically**



Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

### **How to contact Community Transit:**

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: [Shawna.rose@commtrans.org](mailto:Shawna.rose@commtrans.org)

### **To advise Community Transit of your new email address**

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at [kirsten.rising@commtrans.org](mailto:kirsten.rising@commtrans.org) and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

### **To request paper copies from Community Transit**

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to [Shawna.rose@commtrans.org](mailto:Shawna.rose@commtrans.org) and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

### **To withdraw your consent with Community Transit**

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to [Shawna.rose@commtrans.org](mailto:Shawna.rose@commtrans.org) and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

### **Required hardware and software**

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

### **Acknowledging your access and consent to receive and sign documents electronically**

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to ‘I agree to use electronic records and signatures’ before clicking ‘CONTINUE’ within the DocuSign system.

By selecting the check-box next to ‘I agree to use electronic records and signatures’, you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify Community Transit as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Community Transit during the course of your relationship with Community Transit.







2 Million Mile Driver  
Shelly Schweigert  
communitytransit

100% SAKE FREE WASHINGTON  
Please no smoking  
under 21 with ID this morning

KNEELING

RAMP







**SNOHOMISH COUNTY COUNCIL**  
**Snohomish County, Washington**

**RESOLUTION NO. 23-**

**ENCOURAGING COMMUNITY TRANSIT TO RESCIND COVID-19 MANDATORY VACCINATION POLICY**

**WHEREAS**, on March 5th, 2020, in response to the COVID-19 pandemic, the Community Transit Board of Directors approved Resolution No. 01-20 providing the Community Transit CEO authority to respond to emergencies or disasters; and

**WHEREAS**, on September 28th, 2021, Community Transit CEO Ric Ilgenfritz issued Community Transit COVID-19 Mandatory Vaccination Policy (“Policy”); and

**WHEREAS**, the Community Transit COVID-19 Mandatory Vaccination Policy requires that all Community Transit employees are required to provide proof of being fully vaccinated against COVID-19 as a condition of employment, unless granted an accommodation; and

**WHEREAS**, vaccines have been widely available to any member of public attempting to access them; and

**WHEREAS**, employers which had previously implemented mandatory vaccine policies have since rescinded those policies, most notably, King County and the City of Seattle; and

**WHEREAS**, in an August 2021 interview, Dr. Rochelle Walensky, Director of the Center for Disease Control and Prevention, said “Our vaccines are working exceptionally well. They continue to work well for Delta. With regard to severe illness and death, they prevent it. But what they can’t do anymore is prevent transmission”;

**NOW THEREFORE BE IT RESOLVED** the Snohomish County Council encourages Community Transit to rescind the Community Transit COVID-19 Mandatory Vaccination Policy and further encourages the Community Transit Board of Directors to adopt a resolution or appropriate motion to rescind the Policy and allow employees separated under the policy to apply for employment with Community Transit.

**APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
**Jared Mead**  
Council Chair

\_\_\_\_\_  
**Nate Nehring**  
Council Vice-Chair

\_\_\_\_\_  
**Sam Low**  
Councilmember

\_\_\_\_\_  
**Megan Dunn**  
Councilmember

\_\_\_\_\_  
**Strom Peterson**  
Councilmember

ATTEST: \_\_\_\_\_  
Debbie Eco, CMC  
Clerk of the Council

---

**From:** Robert Gaines <alpha4charlie6@gmail.com>  
**Sent:** Tuesday, February 21, 2023 8:00 AM  
**To:** jim.walsh@leg.wa.gov; Jennifer.Minich@leg.wa.gov; Ron.Muzzall@leg.wa.gov; Clyde.Shavers@leg.wa.gov; Dave.Paul@leg.wa.gov; Contact Council; Nehring, Nate; Mead, Jared; Dunn, Megan; Low, Sam; Peterson, Strom; CFranklin; BStonecipher@everettwa.gov; Dschwab@everettwa.gov; Bzarlingo@everettwa.gov; JTuohey@everettwa.gov; EVogeli@everettwa.gov; MFosse@everettwa.gov; Prhyne@everettwa.gov; Reagan.dunn@kingcounty.gov; chris@chriscorry.com; executiveoffice@commtrans.org; Eric.ilgenfritz@commtrans.org; jnehring; jans@arlingtonwa.gov; merrill@snohomishwa.gov; Sid Roberts; cfrizzell@lynwoodwa.gov; Mead, Jared; jmarine; kdaughtry@lakestevenswa.gov; djulienvp@atu1576.org; Peterson, Strom  
**Cc:** Robert.Gaines@commtrans.org  
**Subject:** VOTE YES RESCIND CT COVID-19 VACCINATION POLICY  
**Attachments:** Snohomish County Res No 23\_Recind COVID 19 Mandate.jpeg

**CAUTION :** This email originated from outside of this organization. Please exercise caution with links and attachments.

Robert Gaines  
P.O. Box 3515  
Lynnwood, WA. 98046  
(386)299-1770

February 21, 2023

Good morning:

My name is Robert Gaines, and I am a Community Transit Bus Driver as well as a taxpayer of Snohomish County. I support and encourage Snohomish County Council Board Members to Vote Yes on Resolution 23 which recommends Community Transit to Rescind its COVID 19 Mandatory Vaccine Policy.

***It's Extremely Imperative!! #HIRE THEM BACK!! & #RESTORE SERVICE!!***

Hire employees back and restore service back to our communities. The data has shown getting the Covid-19 Vaccine does not prevent you from getting the Coronavirus or any of its variants.

Respectfully,

*Robert Gaines*



**SNOHOMISH COUNTY COUNCIL**  
*Snohomish County, Washington*

**RESOLUTION NO. 23-**

**ENCOURAGING COMMUNITY TRANSIT TO RESCIND COVID-19 MANDATORY VACCINATION POLICY**

*WHEREAS, on March 5th, 2020, in response to the COVID-19 pandemic, the Community Transit Board of Directors approved Resolution No. 01-20 providing the Community Transit CEO authority to respond to emergencies or disasters; and*

*WHEREAS, on September 28th, 2021, Community Transit CEO Ric Ilgenfritz issued Community Transit COVID-19 Mandatory Vaccination Policy ("Policy"); and*

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**APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
*Jared Mead*  
Council Chair

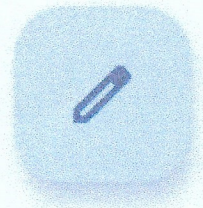
\_\_\_\_\_  
*Nate Nehring*  
Council Vice-Chair

\_\_\_\_\_  
*Sam Low*  
Councilmember

\_\_\_\_\_  
*Megan Dunn*  
Councilmember

\_\_\_\_\_  
*Strom Peterson*  
Councilmember

ATTEST: \_\_\_\_\_  
*Debbie Eco, CMC*





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**From:** Sabina Araya <sabinasum@hotmail.com>  
**Sent:** Tuesday, February 21, 2023 10:44 AM  
**To:** Contact Council  
**Cc:** Sam.Low@leg.wa.gov  
**Subject:** Sabina's Comments to Council - 2/21/2023  
**Attachments:** A few CT statistics - Feb 21 2023 Sno Co Council .docx; Herald Article - Dec 27 2021.pdf

**CAUTION : This email originated from outside of this organization. Please exercise caution with links and attachments.**

Good morning council members,

Thank you for the opportunity to speak this morning. Please find the text of my comments below.

I am attaching the article I referenced. It was the 27<sup>th</sup>, not 26<sup>th</sup> of December 2021. You will find the story of one of the top diesel mechanics that was fired, and two main points that Ric presented at the time:

-He implemented it because he wanted customers to know that each driver they come in contact with is vaccinated; yet he exempted two groups of contracted drivers from the mandate.

-He said that even with the 10% of drivers terminated, service shouldn't be affected at all; yet service was affected in a major way.

Perhaps he can explain those items at the meeting next week.

I am also attaching a few informative statistics. Among other items, you will see the service cuts affecting your districts.

Please feel free to reach out with any questions. I would appreciate the dialogue.

Thank you,  
Sabina

Sabina Araya II 11223 14<sup>th</sup> PI SE, Lake Stevens WA 98258 II 425-327-5924

--

Good morning council members,

My name is Sabina Araya. I live and raise my kids in Lake Stevens, I work in Everett and I'm a member of Westgate Chapel in Edmonds.

My family immigrated to the US in 1997, and I have lived in Snohomish County since then, graduating from Mariner High School, taking the bus to UW, and then getting my MBA while working full-time. I have worked in public transportation for the past seventeen years.

From late 2019 until early 2022 I worked for Community Transit as Manager of System Planning and as Long Range Planning Manager.

The effect that the vaccine mandate implemented by Community Transit had on service, and how the public was presented information along the way and limited in having a voice for those major service reductions, is something I have never seen in my career.

The policy was implemented as a safety measure in the workplace, with the assumption that vaccinated employees could not get Covid, and thus won't spread it. The claim was supported by the CDC at the time.

Well, in 2022, when only vaccinated employees remained, CT had more than triple the cases than it had in 2021. Even the CDC revised their standing on the vaccine as a preventative measure.

And yet, this policy is still in place today.

Who was fired? About 10% of the workforce, including about 40 drivers.

Who was exempt? The contracted drivers for paratransit and commuter services, all of whom, to the public are indistinguishable from directly employed drivers. They wear the CT uniforms and drive the CT buses and vans.

Also exempt -law enforcement officers from your Sheriff's Office, contracting with CT for transit security.

In a Dec. 27<sup>th</sup> 2021 Herald article, CT CEO Ric Ilgenfritz assured the public that service will not be affected at all by this policy.

Yet three months later, in March 2022, the first round of service cuts was implemented. In March of this year, a third round, for a total of 63,000 service hours cut. Each driver is the equivalent of 1,000 service hours. It is obvious that firing 40 drivers would have and did have an impact on service.

In contrast, Everett Transit did not implement a vaccine mandate, and after adding service in spring of this year, they will be already back at pre-pandemic service levels.

It will take CT until 2026, if that, to restore service back to those 2019/early 2020 levels.

It is okay to implement a policy in good faith, with limited information. But when you have the data that shows that information is not true, and you don't change the policy accordingly, it makes the public lose trust, and in this case, lose a lot of service too, unnecessarily.

Please persuade Community Transit to rescind the vaccine mandate, hire back drivers and mechanics, and restore service faster.

Thank you.



Starting Jan. 1, all Community Transit employees must be fully vaccinated against COVID-19. (Lizz Giordano / Herald file)

## CORONAVIRUS OUTBREAK

ADVERTISEMENT

# Community Transit vaccine holdouts face a ticking clock

Dozens of workers at Snohomish County's public transit agency declined a COVID vaccine, in spite of a Jan. 1 deadline.

By Ben Watanabe

Monday, December 27, 2021 4:28pm | [LOCAL NEWS](#)

[CORONAVIRUS OUTBREAK](#) [TRANSPORTATION](#)

**EVERETT** — After almost eight years, Cody Slagg's days as a Community Transit mechanic are ending.

He's one of 59 employees as of Thursday who are not fully vaccinated, a condition of employment by [Dec. 31](#). After that, employees without an approved exemption and accommodation lose their jobs.

It has been a hard fate to accept for Slagg, who praised his career as one of the best in the state for diesel mechanics.

"I went from a hero at the beginning of this year because I was doing work to keep transit running for the public ... (to now) I'm too big of a risk to myself and others and no longer good enough to keep the transit running," Slagg said.

Community Transit CEO Ric Ilgenfritz used emergency authority granted by the board in [March 2020](#) to make the new policy. He told employees Sept. 28.

Since it took effect Oct. 18, employees show a human resources employee their Centers for Disease Control and Prevention vaccination card one time, or take a weekly COVID-19 test. Copies or photos of the card aren't kept, Ilgenfritz said.

When Ilgenfritz announced the requirement, 66% of workers were vaccinated. Prior to that, the public transit agency for most of Snohomish County used federal coronavirus relief funds as a financial incentive that increased with the vaccination rate. But it didn't yield the results he and the board of directors wanted.

Nothing would convince Slagg to get the vaccine, he said.

"You can't pay somebody to go against their personally deeply held religious beliefs," Slagg said.

A spike of 23 infections among employees in September, and a stall in the vaccination rate, compelled Ilgenfritz to make the requirement.

“The reason I decided to go here is to protect the health and safety of our employees and our customers,” he told [The Daily Herald](#). “I want our riders to know that every Community Transit employee who has come into contact with that (bus) has been vaccinated.”

Throughout the pandemic, 105 employees have tested positive and 103 have returned to work. Community Transit driver Scott Ryan [died in March 2020](#) after contracting COVID-19. He was 41.

Since the mandate was announced, another 177 employees provided proof of vaccination, and the agency’s vaccination rate grew to 92.2%, according to the agency’s data.

By Jan. 1, all employees must be fully vaccinated.

As of Dec. 21, [14 employees had quit](#) because of the requirement.

Of the employees’ exemption requests, 59 were religious and five were medical. Most exemptions were granted, but only five accommodations were given to employees whose work can be done without interacting with co-workers or the public, Ilgenfritz said.

Bus drivers were over half of the remaining unvaccinated employees. They can’t do their jobs remotely.

That leaves at least four dozen employees facing a ticking clock to get vaccinated or lose their jobs at Community Transit.

Slagg, a journeyman mechanic who “fixes every part of the bus,” is among them. He applied for a religious exemption because he doesn’t want to take a vaccine that may include fetal cell line derived from two abortions in the 1970s and 1980s.

Only the Johnson & Johnson vaccine used a fetal cell line in its production, according to the [Michigan Department of Health and Human Services](#). There are no fetal cells in the final products, Richard K. Zimmerman wrote in a [National Institutes of Health article](#) in June.



Pope Francis received the Pfizer vaccine in January and has urged people to get vaccinated.

Slagg also has qualms about mRNA vaccines, such as the Moderna and Pfizer-BioNTech doses.

The Centers for Disease Control and Prevention says those vaccines are safe and “do not affect or interact with our DNA in any way.”

Community Transit granted his exemption, but not an accommodation. A supervisor noted in an accommodation evaluation that the job “requires close interaction with crew members.”

“I was hoping they could come up with something, since I work in an 18-bay shop,” Slagg said. “My work doesn’t require me to be within six feet of people.”

Slagg contracted COVID-19 this year. He isolated for 11 days and returned to work. His blood tested for antibodies and that should suffice, he said.

The CDC recommends people who have contracted COVID-19 to also get a vaccine.

Community Transit Board Chairman Kim Daughtry, a Lake Stevens City Council member, had hoped weekly testing could work in lieu of vaccination. But some people who have COVID-19 don’t exhibit symptoms and can spread the disease without knowing they’re putting people at risk, he said.

Slagg disagrees with that argument because the vaccines can decrease the severity of symptoms compared to unvaccinated people. That, he said, could make the vaccinated a higher risk for unknowingly spreading it.

Daughtry also had concerns about using public money for testing.

“We think that this is the best route to go right now,” he said. “We have our misgivings about it but have decided that this policy needs to stay in place for now.”

Community Transit is staying the course with its vaccination policy as transportation companies suspend theirs, and as challenges to the federal mandate move through federal courts.

Earlier this month a federal [judge in Georgia issued a nationwide injunction](#) against a vaccine requirement for federal contractors.

Shortly after, [Amtrak](#) and [Boeing suspended enforcement](#) of the federal vaccine requirement.

But last week the 6th U.S. Court of Appeals in Cincinnati [reinstated a federal vaccine requirement](#) that had been blocked by the injunction.

At the same time, the [omicron variant is emerging more often](#) and the delta variant remains prevalent.

Ilgenfritz was hopeful that with time left before the Dec. 31 deadline, some of the remaining unvaccinated employees would change their minds. But if they don't, service shouldn't be affected, he said.

Those who do so now must use any paid leave they have to cover the time they would not be able to work until they're fully vaccinated. For two-dose vaccinations, the first and second shots are [supposed to be within 21 or 28 days](#) for Pfizer and Moderna, respectively.

[Amalgamated Transit Union Local 1576](#), which represents drivers, negotiated for some cushion for its members fired for not being vaccinated. They won't lose their seniority if they get vaccinated within three years, and Community Transit agreed to not contest unemployment benefit claims.

That doesn't extend to Slagg and mechanics represented by the International Association of Machinists and Aerospace Workers.

He doesn't have a new job yet but has submitted applications.

"I will survive," Slagg said.

*Ben Watanabe: [bwatanabe@heraldnet.com](mailto:bwatanabe@heraldnet.com); 425-339-3037; Twitter [@benwatanabe](#).*

**Free rides**

Community Transit provides free bus rides to people getting vaccinated, and a drive-thru clinic is available by appointment at the Ash Way Park and Ride near Lynnwood on Wednesdays, Thursdays and Fridays.

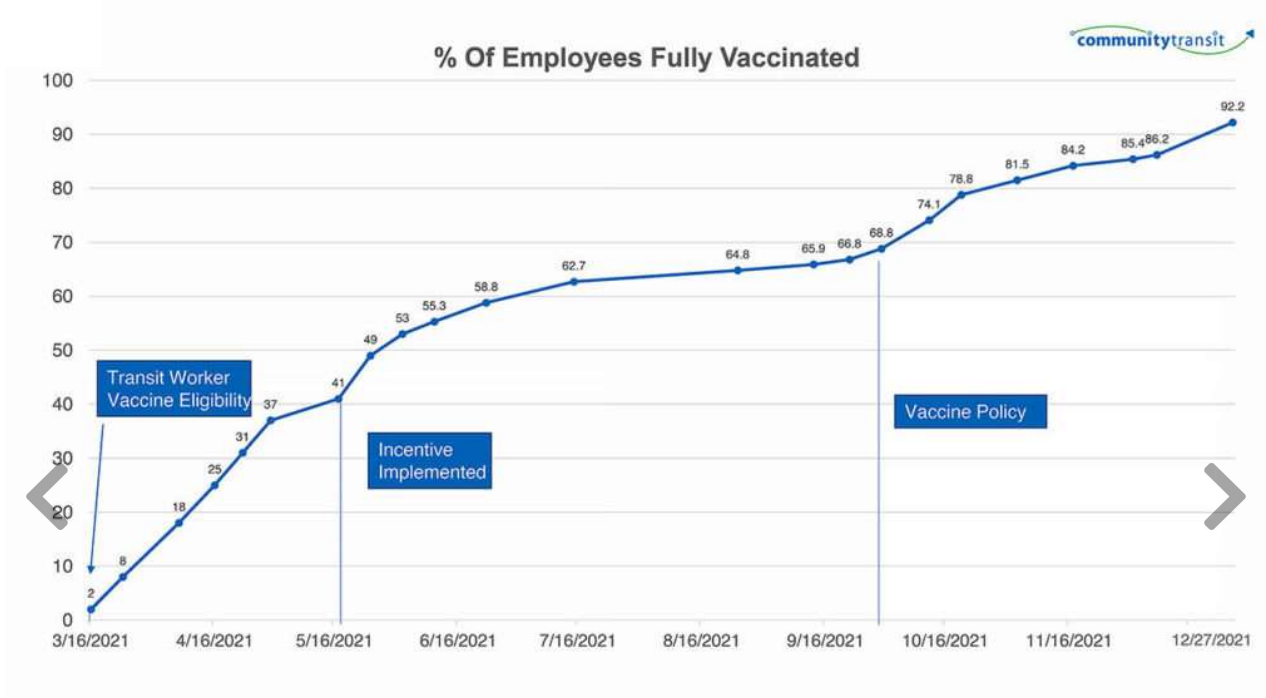


Ben Watanabe covers breaking news, Everett and transportation for The Daily Herald, and is part of the digital team that manages social media and HeraldNet.com. [Learn more about Ben.](#)

## Talk to us

- You can tell us about news and ask us about our journalism by emailing [newstips@heraldnet.com](mailto:newstips@heraldnet.com) or by calling 425-339-3428.
- If you have an opinion you wish to share for publication, send a letter to the editor to [letters@heraldnet.com](mailto:letters@heraldnet.com) or by regular mail to The Daily Herald, Letters, P.O. Box 930, Everett, WA 98206.
- [More contact information is here.](#)

## Gallery



Community Transit's employee vaccination rate was at 92.2% as of Monday. The deadline to report vaccination is Dec. 31 or be fired. (Community Transit)

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## Service Quality - Dropped Trips in 2021 vs 2022

These are regularly scheduled trips that are dropped **the day of service** for various reasons in 2021 and 2022. A customer counting on a trip would not know that the service will not be provided until that morning or while they are already waiting at their stop.

Year	Month	Dropped Trips		Year	Month	Dropped Trips
2021	Jan	39		2022	Jan	975
2021	Feb	289		2022	Feb	418
2021	Mar	39		2022	Mar	531
2021	Apr	67		2022	Apr	836
2021	May	43		2022	May	547
2021	Jun	77		2022	Jun	944
2021	Jul	45		2022	Jul	1,107
2021	Aug	88		2022	Aug	1,444
2021	Sep	59		2022	Sep	837
2021	Oct	206	Subtotal	2022	Oct	760
2021	Nov	135	<b>1,087</b>	2022	Nov	1,323
2021	Dec	1,041		2022	Dec	2,526
<b>2021</b>	<b>Total</b>	<b>2,128</b>		<b>2022</b>	<b>Total</b>	<b>12,248</b>

## Covid-19 Cases at Community Transit

2021: 81 vaccinated + non-vaccinated employees (before the vaccine mandate)

2022: 292 vaccinated employees (after the vaccine mandate was implemented)

2021

Date	Positive Tests
January	6
February	4
March	2
April	3
May	1
June	1
July	3
August	9
September	23
October	10
November	11
December	8

2022

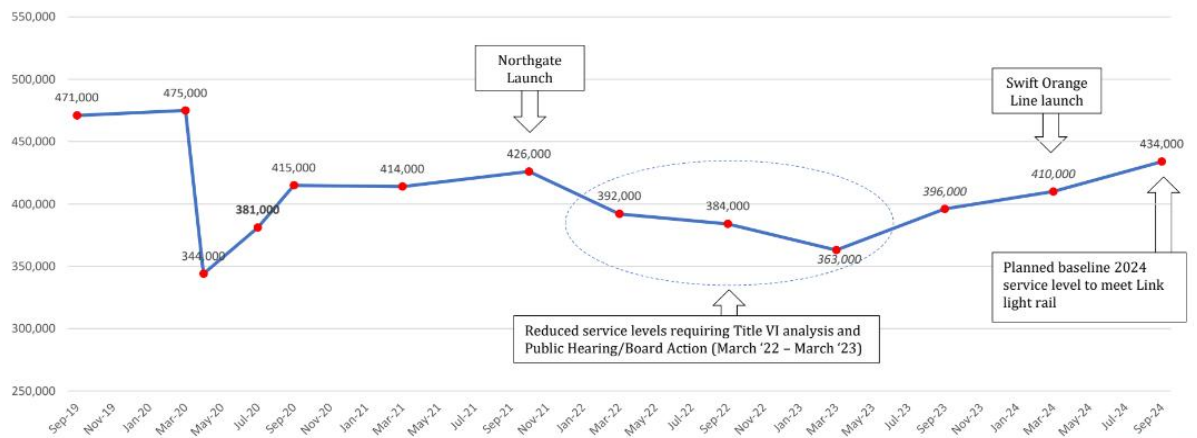
Date	Positive Tests
January	69
February	15
March	13
April	11
May	22
June	51
July	35
August	19
September	13
October	22
November	10
December	12

## Service Restoration & Growth

This service chart overview was presented to the Community Transit Board of Directors at both the November and December 2022 Board meetings, as part of the approval of the 63,000 service hours cuts.

The 480,000 service hours currently proposed for 2026 is barely a couple of percentage points above the 2019/2020 service levels. CT describes that number as a 32% increase in service in a recent article that talks about the “2024 and beyond” network, however, it would be better described as a restoration of service.

## Annualized Bus Service Hours Directly Operated & Contracted



Most agencies adopted a “post-pandemic” new baseline level of service in Fall 2021. On Nov. 4 2021, the Board of Directors approved a “new baseline” of service as 426,000 hours, and the 2021 Transit Development Plan approved by the Board in September 2021 had 520,000 estimated service hours for 2024. The vaccine policy derailed those plans in a significant way.

		Baseline	Service Hours end of 2022	Service Hours March 2023	Service Hours end of 2023	Service Hours end of 2024
Proposition 1 passed before vaccine mandate	2017 TDP - service growth promise	375,000	510,000			
	2021 TDP - adopted fall of 2021	410,000	440,000		470,000	520,000
after vaccine mandate	2022 TDP - adopted fall 2022	418,000	390,000		410,000	424,000
	2023 Service Proposal		384,000	363,000	396,000	434,000



## Service Cuts: March 2022 – March 2023

This is the list of service cuts between March 2022 and March 2023, out for public comment in November 2022 (cumulative Title VI outreach for the entire period), and approved by the Board of Directors at their December 2022 meeting.

Route #	Route Description	2021 October # of Trips	Remaining 2022 March # of Trips	Remaining 2022 Sept. # of Trips	Remaining 2023 March # of Trips	Cumulative TRIPS CUT	% of Trips Cut	
101	Mariner- Aurora Village	73			66	7	10%	
105	Hardeson Rd/Mariner - Bothell	40			36	4	10%	
112	Mountlake Terrace - Ash Way PR	36	33			3	8%	
113	Mukilteo - Lynnwood	48	46			2	4%	
115	McCollum PR- Auroral Village	60			48	12	20%	
116	Edmonds - Silver Firs	62			49	13	21%	
119	Ash Way PR - Mountlake Terrace	36	33		32	4	11%	
120	Canyon Park - Edmonds College	42	35			7	17%	
130	Edmonds - Lynnwood	44	42			2	5%	
196	Edmonds - Ash Way PR	54	50		33	21	39%	NOT Included in Title VI Analysis
201	Smokey Point - Lynnwood	62			51	11	18%	
202	Smokey Point - Lynnwood	61			50	11	18%	
402	Lynnwood TC - Seattle	27	25	22		5	19%	Included in Title VI Analysis as above 25%
405	Edmonds PR - Seattle	10	10	9		1	10%	
410	Mariner PR - Seattle	14	11	10		4	29%	
412	Silver Firs - Seattle	20	12		10	10	50%	
413	Swamp Creek PR - Seattle	31	31	25		6	19%	Included in Title VI Analysis as above 25%
415	North Lynnwood - Seattle	21		19		2	10%	
416	Edmonds - Seattle	10	8			2	20%	Included in Title VI Analysis as above 25%
417	Mukilteo - Seattle	11	8			3	27%	
421	Marysville - Seattle	15	15	12		3	20%	
422	Stanwood - Seattle	6	5	4		2	33%	
425	Lake Stevens - Seattle	9	8	7		2	22%	Included in Title VI Analysis as above 25%
435	Mill Creek - Seattle	12	8			4	33%	
Swift Green	Seaway TC - Canyon Park PR	191	167			24	13%	
810	McCollum PR - Northgate (UW)	20	11			9	45%	
821	Marysville - Northgate (UW)	24	12			12	50%	
860	McCollum PR - Northgate (UW)	28	16			12	43%	
871	Edmonds PR - Northgate (UW)	29	16			13	45%	
880	Mukilteo - Northgate (UW)	24	14			10	42%	

221

The public was never presented with the information in this manner, showing the cumulative trips/service cut by route. I put together this table with the information received from the agency and added the side comments.

Title VI requires all changes above 25% for any route to go through a public outreach process and be included in the Title VI Analysis presented by the agency. There was no public process for March 2022 or September 2022. At the time, the agency characterized the cuts as temporary measures that improved service reliability.

In October, the agency invoked the emergency authorization to justify the previous lack of public outreach, and then added those reductions to the proposed March 2023 cuts for a November public comment period.

The Board would typically have another month to read the public comments and evaluate alternatives. In this case, the Board had to approve the plan the same day that the public hearing took place, the day the comment period was closed, at their December Board meeting. This is not how the process has ever been done.

## Hiring Drivers & Mechanics

Unprecedented levels of spending on advertising. Approximately 90% of the total amount spent on advertising was dedicated to bus driver and mechanics recruitment.

<b>Community Transit Advertising Expenses in 2022</b>		
<b>Medium</b>	<b>Company</b>	<b>Amount</b>
Digital	Facebook	\$106,393
TV	EFFECTV	\$82,100
Radio	BONNEVILLE INTERNATIONAL CORPORATION	\$69,974
Radio	KRKO RADIO	\$30,103
TV	KIRO-TV, INC.	\$20,700
Print/Digital	Everett Herald	\$19,887
Digital	LinkedIn	\$16,674
Digital	Twitter	\$15,621
Radio	CASCADE RADIO GROUP (DBA)	\$14,420
TV	SINCLAIR TELEVISION MEDIA, INC	\$14,025
Radio	PACIFIC PUBLIC MEDIA KNKX	\$14,000
Radio	KUOW PUGET SOUND PUBLIC RADIO	\$13,615
TV	FOX TELEVISION STATIONS, LLC (DBA)	\$9,800
Radio	KEXP 90.3 FM	\$7,410
TV	KING-TV, KING5.COM, MING, RING, TEGNA (DBA)	\$6,340
	<b>Total</b>	<b>\$441,061</b>

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**From:** Tony Ruggiero <latman1@hotmail.com>  
**Sent:** Saturday, February 25, 2023 5:13 PM  
**To:** Contact Council; Jim Walsh; Jennifer Minich; Ron Muzzall; Clyde Shavers; Dave Paul; CFranklin; Brenda Stonecipher; Don Schwab; Ben Zarlingo; Judy Tuohy; Liz Vogeli; Mary Fosse; Paul Rhyne; Reagan Dunn; executiveoffice@commtrans.org; jnehring; Jan Schuette; Sid Roberts; Sid Roberts; jmarine; Kim Daughtry; Dani Julian  
**Subject:** Resolution 23  
**Attachments:** Community Transit Resolution(1)(2).docx

**CAUTION :** This email originated from outside of this organization. Please exercise caution with links and attachments.

To all Snohomish county Council Members, My name is Tony Ruggiero, Snohomish county Taxpayer Resident of Everett. I support Snohomish County Council Members voting yes for Resolution 23 Encouraging Community Transit to rescind Covid-19 Mandatory Vaccination Policy. #HIRETHEMBACK & #RESTORESERVICE.

Thank you,  
Tony Ruggiero  
Everett Wa



**SNOHOMISH COUNTY COUNCIL**  
**Snohomish County, Washington**

**RESOLUTION NO. 23-**

**ENCOURAGING COMMUNITY TRANSIT TO RESCIND COVID-19 MANDATORY  
VACCINATION POLICY**

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**WHEREAS**, the Community Transit COVID-19 Mandatory Vaccination Policy requires that all Community Transit employees are required to provide proof of being fully vaccinated against COVID-19 as a condition of employment, unless granted an accommodation; and

**WHEREAS**, vaccines have been widely available to any member of public attempting to access them; and

**WHEREAS**, employers which had previously implemented mandatory vaccine policies have since rescinded those policies, most notably, King County and the City of Seattle; and

**WHEREAS**, in an August 2021 interview, Dr. Rochelle Walensky, Director of the Center for Disease Control and Prevention, said “Our vaccines are working exceptionally well. They continue to work well for Delta. With regard to severe illness and death, they prevent it. But what they can’t do anymore is prevent transmission”;

**NOW THEREFORE BE IT RESOLVED** the Snohomish County Council encourages Community Transit to rescind the Community Transit COVID-19 Mandatory Vaccination Policy and further encourages the Community Transit Board of Directors to adopt a resolution or appropriate motion to rescind the Policy and allow employees separated under the policy to apply for employment with Community Transit.

**APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 2023.**

\_\_\_\_\_  
**Jared Mead**  
Council Chair

\_\_\_\_\_  
**Nate Nehring**  
Council Vice-Chair

\_\_\_\_\_  
**Sam Low**  
Councilmember

\_\_\_\_\_  
**Megan Dunn**  
Councilmember

\_\_\_\_\_  
**Strom Peterson**  
Councilmember

ATTEST: \_\_\_\_\_  
**Debbie Eco, CMC**  
Clerk of the Council

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**From:** Thomas Betts <[tbetts1958@gmail.com](mailto:tbetts1958@gmail.com)>  
**Sent:** Sunday, February 26, 2023 6:48 PM  
**To:** Contact Council  
**Subject:** SUPPORT RESOLUTION 23

**CAUTION :** This email originated from outside of this organization. Please exercise caution with links and attachments.

February 25, 2023

My name is Thomas Betts Snohomish County Taxpayer Resident of Lynnwood. I support Snohomish County Council Members Voting Yes for Resolution 23.

#HIRETHEMBACK AND #RESTORESERVICE

Thank you

Thomas Betts  
18102 60th Ave W  
Lynnwood WA 98037  
Email: [tbetts1958@gmail.com](mailto:tbetts1958@gmail.com)  
Cell 425-361-8735

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**From:** RBrandis <sjandrijbrandis@aol.com>  
**Sent:** Monday, February 27, 2023 4:45 AM  
**To:** Contact Council  
**Cc:** reagan.dunn@kingcounty.gov  
**Subject:** Resolution 23  
**Attachments:** Community Transit Resolution(1)(2).docx

**CAUTION :** This email originated from outside of this organization. Please exercise caution with links and attachments.

Good Morning.

We are taxpayers, business owners and longtime residents of Snohomish County. I am a Coach Operator for Community Transit. I have seen how the loss of several of our drivers has impacted our passengers that rely on a CT bus to get them to work, school and other necessities. Many of them have Orca cards that they pay for out of pocket but have had to call an Uber or Lyft service because of cancellations due to lack of manpower. These people have paid up to \$50.00 each way for the Uber or Lyft service. This is on top of the ORCA pass they have paid for.

Community Transit made the decision to reduce service to make the numbers look better. Less service means less dropped trips. Even by doing this, Community Transit still falls short in having experienced Coach Operators to cover the work. This can be fixed quite easily. Rescind the mandatory vaccine requirement that CEO Ilgenfritz put in place and has refused to lift, even though the other transit agencies in our region have done this to alleviate the inability to hire qualified drivers. The Governor of Washington has lifted all restrictions related to COVID-19 so this mandate is no longer a Federal or State Mandate.

Mandatory vaccination should no longer be a condition of employment. Proof of Vaccination should no longer be required to keep your job with Community Transit. The employees that have been terminated should be welcomed back and fully reinstated and made whole.

I support and encourage the Snohomish County Council to vote YES on Resolution 23 encouraging Community Transit to Rescind COVID-19 Mandatory Vaccination Policy.

Thank you for your time and attention to this very important matter.

Scott and Rebecca Brandis  
23421 Marine Drive  
PO Box 652  
Stanwood, WA ,98292





**SNOHOMISH COUNTY COUNCIL**  
**Snohomish County, Washington**

**RESOLUTION NO. 23-**

**ENCOURAGING COMMUNITY TRANSIT TO RESCIND COVID-19 MANDATORY VACCINATION POLICY**

**WHEREAS**, on March 5th, 2020, in response to the COVID-19 pandemic, the Community Transit Board of Directors approved Resolution No. 01-20 providing the Community Transit CEO authority to respond to emergencies or disasters; and

**WHEREAS**, on September 28th, 2021, Community Transit CEO Ric Ilgenfritz issued Community Transit COVID-19 Mandatory Vaccination Policy (“Policy”); and

**WHEREAS**, the Community Transit COVID-19 Mandatory Vaccination Policy requires that all Community Transit employees are required to provide proof of being fully vaccinated against COVID-19 as a condition of employment, unless granted an accommodation; and

**WHEREAS**, vaccines have been widely available to any member of public attempting to access them; and

**WHEREAS**, employers which had previously implemented mandatory vaccine policies have since rescinded those policies, most notably, King County and the City of Seattle; and

**WHEREAS**, in an August 2021 interview, Dr. Rochelle Walensky, Director of the Center for Disease Control and Prevention, said “Our vaccines are working exceptionally well. They continue to work well for Delta. With regard to severe illness and death, they prevent it. But what they can’t do anymore is prevent transmission”;

**NOW THEREFORE BE IT RESOLVED** the Snohomish County Council encourages Community Transit to rescind the Community Transit COVID-19 Mandatory Vaccination Policy and further encourages the Community Transit Board of Directors to adopt a resolution or appropriate motion to rescind the Policy and allow employees separated under the policy to apply for employment with Community Transit.

**APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
**Jared Mead**  
Council Chair

\_\_\_\_\_  
**Nate Nehring**  
Council Vice-Chair

\_\_\_\_\_  
**Sam Low**  
Councilmember

\_\_\_\_\_  
**Megan Dunn**  
Councilmember

\_\_\_\_\_  
**Strom Peterson**  
Councilmember

ATTEST: \_\_\_\_\_  
Debbie Eco, CMC  
Clerk of the Council

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**From:** Mark Mason <markmason@mindspring.com>  
**Sent:** Monday, February 27, 2023 9:26 AM  
**To:** exectiveoffice@commtrans.org; Contact Council  
**Subject:** Vote yes for Resolution 23

**CAUTION :** This email originated from outside of this organization. Please exercise caution with links and attachments.

To all Snohomish county Council Members, My name is Mark Mason, Snohomish county Taxpayer Resident of Everett. I support Snohomish County Council Members voting yes for Resolution 23 Encouraging Community Transit to rescind Covid-19 Mandatory Vaccination Policy. #HIRETHEMBACK & #RESTORESERVICE.

Thank you,

Mark Mason

Everett Wa

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**From:** Pete Majkut <petemajkut@gmail.com>  
**Sent:** Wednesday, March 1, 2023 1:32 PM  
**To:** Contact Council  
**Subject:** Resolution 23

CAUTION : This email originated from outside of this organization. Please exercise caution with links and attachments.

To all Snohomish County Council Members, My name is Peter Majkut, Snohomish County Taxpayer Resident of Everett. I support Snohomish County Council Members voting yes for Resolution 23 Encouraging Community Transit to Rescind COVID-19 Mandatory Vaccination Policy.  
#HIRETHEMBACK and #RESTORESERVICE