

Subject: WSDOT South Central Region - An Alarm Regarding Staffing Levels

From: Geoffrey Gray <ggray68@charter.net>

Date: 8/23/2021, 12:21 PM

To: "Millar, Roger" <MillarR@wsdot.wa.gov>

CC: "Trepanier, Todd" <TrepanTV@wsdot.wa.gov>, "White, Brian" <WhiteB@wsdot.wa.gov>, "Suing, Troy" <SuingT@wsdot.wa.gov>, "Floyd, Dan" <FloydD@wsdot.wa.gov>, "Gray, Geoff" <GrayG@wsdot.wa.gov>

Secretary Millar,

This letter serves as an **alarm bell** from a concerned citizen of Washington State who happens to be an employee with the **Washington State Department of Transportation (WSDOT), South Central Region**.

You need to know that the **potential for negative outcomes** resulting from the Governor's vaccine mandate may be **much larger and more catastrophic** than the Governor anticipates, and may include the **collapse of public safety** for Washington State citizenry.

After the governor issued his vaccine mandate, a **resistance group** rapidly formed in the WSDOT South Central Region (SCR). The group, known as **SAM (South Central Region Against the Mandate)**, took advantage of **two SCR regionwide webinars** on August 16, 2021 to announce the presence of SAM and to deliver a message reflecting the concerns I am voicing to you today. **SAM is large and continues to grow** – not only in numbers but also in connections with **other agencies and groups across the state**, including, but not limited to, WSDOT maintenance, State Patrol, local law enforcement, fire departments, nurses, and state corrections.

The mandate, followed by the release of a **short-sighted, ignorant, and insulting “religious exemption” form by WSDOT**, demonstrates that the Governor is **narrowly focused** on achieving his end – the vaccination of all citizens. This tunnel vision has **blinded him** from understanding the **tidal wave of dissent** that is building, the **resolve** that is taking shape, and the **determination** that is being **hardened to resist at all costs**. He is **out of touch** with reality on the ground.

The **resounding, consistent, and steadfast message** is that **large numbers** of first responders, medical professionals, and corrections officers (FRMC), those who preserve and maintain life, health, property or the public peace, are at risk of **being lost**. These professionals are willing to quit, retire early, seek employment elsewhere, or stand their ground until fired. Without sufficient staffing numbers, **the public is put at risk**, and the Governor's mandate is **directly to blame** for this potential catastrophe on the horizon.

WSDOT already has a problem filling and maintaining sufficient staffing levels, and thanks to the Governor's mandate, **WSDOT is no longer an employer of choice**. The governor has introduced the potential for **unprecedented** numbers of WSDOT staff to be driven away by the mandate.

Maintaining suitable WSDOT and FRMC staffing levels is the **responsibility of the governor**, and he has now **cast doubt upon his ability to do so**. Without adequate resources, even for an hour, **danger and chaos can reign**.

The Governor must surely have been made aware of the **potential societal costs** of the vaccine mandate – to weigh against the perceived benefit (i.e., lives estimated to be saved by vaccination)? **What data were used to determine risk?**

The WSDOT webinars were recorded and are **public domain**. A public disclosure request has been made for the webinars as well as the email record showing what **cost/benefit metrics** related to the mandate were discussed among WSDOT leadership. These records must be **shared with the media and public**.

The citizenry **deserves to know** how many WSDOT and FRMC their elected leader is **willing to sacrifice**. Furthermore, the citizenry **deserves to know** exactly how anticipated loss in professional staff **will be rapidly mitigated** via replacement with equally competent individuals.

Therefore, I urgently request that the Governor **disclose the following** to the public:

1) **How many** WSDOT and FRMC staff is he **willing to fire** in implementing his vaccine mandate? In other words, how many hard-working professionals are **expendable**, by his reckoning?

2) **How, and when**, is he going to **replace the talent** lost as a direct consequence of his mandate? **How long will it take?** What is the **direct and indirect effects** to the citizenry and economy of the state resulting from their loss?

This is a reasonable request. The People deserve to know. Thanks to the Governor's calculatedly-short timeline, this information must be **disclosed immediately**.

The **urgency of this situation** demands that I send a copy of this email to **every member of the legislature** so that they are duly made aware, by feet on the ground, of this ominous threat to public health and safety. A **special session of the legislature** must be held as soon as possible to discuss the **storm that is brewing** and to **reverse the Governor's emergency powers**, thereby heading off the potential for catastrophe – **before it is too late**.

Regards,

Geoffrey Gray

WSDOT SCR Region Biologist, Follower of Jesus Christ, Freedom Lover, and a Leader of SAM.

We are SAM. We are MANY.

On 8/21/2021 6:48 PM, Millar, Roger wrote:

Geoff,

Thank you for your email. I am acknowledging that I received it and read it.

Roger

Roger M. Millar, PE, FASCE, FAICP
Secretary of Transportation
WSDOT

From: Geoffrey Gray <ggray68@charter.net>

Sent: Saturday, August 21, 2021 6:24:42 PM

To: Millar, Roger <MillarR@wsdot.wa.gov>

Cc: Pelton, Jeff <PeltonJ@wsdot.wa.gov>; Trepanier, Todd <TrepanTV@wsdot.wa.gov>; White, Brian <WhiteB@wsdot.wa.gov>; Suing, Troy <SuingT@wsdot.wa.gov>; Floyd, Dan <FloydD@wsdot.wa.gov>; Gray, Geoff <GrayG@wsdot.wa.gov>

Subject: [EXTERNAL] WSDOT "Religious Exemption" Form - A Slap in the Face of Sincere Religious Belief

WARNING: This email originated from outside of WSDOT. Please use caution with links and attachments.

Mr. Millar,

I am writing this letter to you in response to the “religious exemption” form issued to WSDOT by Jeff Pelton on August 20, 2021.

The word “religious” should not have been included on this form because it is apparent that the secular government of Washington has no idea about religion and the diversity of personal conviction.

For a government agency that supports “diversity and inclusion” I find this form to communicate a highly hypocritical, counter-productive message, for what it sows is division, confusion, and **further mistrust in leadership.**

State government has **issued a constant stream of language** regarding “**inclusion, diversity, understanding, open-mindedness, patience, etc.**” However, the hastily-constructing, ill-worded language of the exemption form does not unify, does not acknowledge diversity, and shows that the government does not comprehend the breadth of personal sincerity and conviction.

Roger, you are a very good communicator, a very smart man. I respect you for that. **Do you not agree with the above?**

How dare I be told by a secular government that my “sincere religious belief” can be condensed down to a single shot in the arm, and/or a single medicine prescribed by doctor – since I graduated high school? **I have been an adult for 35 years.** Is the Governor so **short-sighted** as to forget that **people have the right to change their sincere religious beliefs and convictions over time?**

In another vein, **omission of a philosophical objection to vaccination is a huge oversight**, and counter to the prevailing government message that **diversity and inclusion are important.** It reinforces the sentiment that government only supports free speech and thought **when it fits the state narrative** – but has no intention of honoring religious or philosophical diversity. This

pathetic excuse of a “religious exemption” form proves that soothsaying by government on diversity is a mask. The mask is now removed, revealing the goal of government to squash individual freedom and rule by secular mandate.

I write you on my own behalf, but in contributing toward the leadership of **SAM (South Central Region Against the Mandate)** I am confident that my words speak for many. **Very many.**

I implore you to speak to the Governor, advising him **it would be wise to include a philosophical objection to vaccination**, allowing for the diversity and inclusion the government says is so important.

Thank you for your consideration.

Geoffrey Gray

WSDOT SCR Region Biologist, Follow of Jesus Christ, Freedom Lover, and a Leader of SAM.

We are SAM. We are MANY.

— Attachments: —

2021.08.15 WSDOT SCR Statement to Upper Mgt.docx	26.2 KB
wsdot-medical-accommodation-request-form-covid-19-vaccine(2).pdf	160 KB