

[Name of Addressee]
[Name of Business/Employer]
[Mailing Address]

cc: [List Names of Additional Addressees--optional]

[Date]

Attachment:

- (1) CONSTRUCTIVE NOTICE AND WARNING TO ALL WASHINGTON STATE EMPLOYERS and
- (2) CLAIM OF RELIGIOUS EXEMPTION

To <Name of Recipient>.

I am writing this letter to you out of a deep concern regarding mandatory vaccination and to affirm my rights and your obligations under the law. Please note that your receipt of this Certified Mail letter acts as notification to the entire organization. Please pass it on to all individuals that should also be notified.

As my employer, with the assumed duty to enforce a workplace vaccine mandate, it is important you are aware that neither POTUS, nor the Governor, nor any of the State Executive Cabinet agencies can delegate authority to you that they do not have themselves. Lacking statutory authority, these entities cannot dictate to you who to hire or terminate, nor specific conditions of anyone's employment. Thus, the actual policies relating to a workplace 'vaccine' mandate are implemented entirely at your discretion and you bear full responsibility for ensuring that the policies adhere to established non-discrimination laws. Please refer to the Constructive (Legal) Notice, attached, for a clarification of pertinent laws.

I am claiming a religious exemption to the COVID-19 vaccines. Just as I would never take my own life nor in other ways intentionally harm myself, because that would be an affront to my Creator, I cannot accept any of the COVID-19 vaccine products since they are proving to be hazardous to life. On October 5th, 2021, the Washington State Department of Health acknowledged the death of a young woman, Jessica Berg, a mother of two, attributable to one of the COVID-19 vaccines. A look at the CDC-maintained VAERS database reveals that this is not an isolated instance and that a large number of side effects from all makes of the COVID-19 vaccine have been reported. VAERS data through October 1, 2021 shows that there have been over 778,000 adverse reactions, including over 220K severe reactions such as life-threatening events, hospitalizations, emergency room visits, permanent disabilities, and deaths. Clearly these vaccines are far from risk-free! Check for yourself at www.vaers.hhs.gov or for a summary analysis go to <https://vaersanalysis.info/>. In addition, I know several people first-hand who have experienced negative side effects from COVID-19 vaccines and I will not subject myself to this. [Fill in personal accounts--optional.]

It is inconceivable to me that you would continue to mandate the COVID-19 vaccines in light of these serious safety concerns mentioned above. As my employer, if you are threatening me with termination, loss of income, or any other punishment in response to my exemption, you are violating Informed Consent and practicing coercion. If you are stating that you cannot accommodate my exemption due to "excessive risk" or "undue hardship," lacking proof of a concrete cost/benefit analysis or any measurable criteria for assessing actual risk, this appears as nothing more than another form of retaliation and discrimination. As per Washington Laws against discrimination "*RCW 49.60 protects employees in the state of Washington from discrimination based on a protected class (disability, race, creed, gender, etc.)*." Title VII of the Civil Rights Act of 1964 states that an employee can request a reasonable accommodation, which includes exemption from a vaccine mandate, based on a sincerely held religious belief. Therefore, I look forward to a dialog with you regarding a reasonable accommodation.

I have enjoyed working for you and have every intention of continuing to do so. Should you decide to wrongfully terminate my employment for 'non-compliance' with the vaccine mandate, I am requesting a written and signed notice of termination as I am not voluntarily resigning.

Sincerely,

[Type name here and sign above]