

FAQ regarding 'vaccine' mandates

1. My employer is mandating vaccines. What should I do?

Please visit our website at wrc.us/stand-up/. You will want to watch the videos there, and also review and get familiar with the three documents - Constructive (Legal) Notice, Constructive Notice Summary, and Statement of Declination. The Constructive Notice and the Statement of Declination are the documents for providing to your employer along with an optional Cover Letter.

Step 1. For best results, send the two documents - Statement of Declination and the Constructive Notice - using registered certified mail. Once your employer has received the two, request a meeting with HR or your manager or other appropriate company executive and have a conversation educating them about the law and the actual (massive) legal risks they would be incurring if enforcing the mandates indiscriminately.

Step 2. If there is pushback or threats of being terminated once you claim your exemption you can ask the employer the following,

- What process is being used to assess whose religious convictions are legitimate vs. not?
- Where in the employment contract does it state that you agree to accept forced and/or experimental medical interventions as a condition of employment?
- What are the consequences they are proposing if you decline the job?
- Will the employer put in writing that they assume all legal and financial liability in the event of adverse effects that could impact your ability to earn a livelihood?

Make sure that you CLAIM the exemption rather than APPLY for it (hence our Statement of Declination). You cannot have any entity grant you rights that you already have and the idea that anyone but yourself gets to decide the validity of your religious convictions is absurd.

2. What is the best method of giving these notices to my employer so I can prove they received them?

You should use registered mail so that you have a receipt that your employer officially got your documents. This way the employer has received proper legal notice which is important should you need to take legal action in the future. You may also email documents for extra confidence.

3. What should I do if my Employer has a Religious Exemption form with questions I am uncomfortable with or that feel like a trap?

The challenge with forms from employers for applying for religious exemption is many of them ask very personal questions about your religious convictions that you should not have to discuss or defend to anyone. These questions can be traps meant to intimidate you at best or to deny you rightful exemption at worst. We recommend speaking with HR or your manager and pointing out these questions are irrelevant as you have the right to change your position on vaccines or any medical matter at any time. Furthermore it is not for anyone to evaluate the validity of your sincerely held religious convictions.

If you do fill out the form provided by your workplace, some courtesy may be appropriate but you certainly have no need to go into great detail. The biggest issue with such forms is they set up the false perception that someone else has the right to determine the validity of your religious convictions. That is not how the law works. Exemptions are something you INFORM your employer about rather than APPLY for. The Employer cannot grant you something you already have - the right to freedom from discrimination based on religious grounds.

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You can either reference the Statement of Declination or you can work elements of it into the responses in the form your Employer is providing. If you do use the Employer's form, work in a statement somewhere toward the end stating ***"I do not consent to the new medical treatment being offered as a condition of employment. I affirm that I am declining the suggested medical intervention known as Covid19 vaccination based upon my deeply-held religious convictions."***

4. How do I indicate I do not agree with all or parts of what I am being asked to sign?

Use initials "V.C." in front of your signature as a way of noting you are signing the document under duress. VC is an abbreviation for a Latin maxim "vi coactus" meaning having been compelled.

5. What should I do if the Religious Exemption application using the employer-provided form has been denied?

At this point, it is important to resubmit your own Statement of Declination. You can modify the one available at <https://wrcr.us/stand-up> and add at the beginning "I made a mistake in applying for exemption. This is before I had legal counsel and I now understand that it is my right to claim a religious exemption."

6. How can I be sure that my employer has to accept my Religious Exemption?

Please see this Demand Letter sent on September 1 from Liberty Counsel to the WA State Governor and Attorney General <https://lc.org/PDFs/Attachments2PRsLAs/090221LtrreWASStateCOVIDMandates.pdf>

7. What if my exemption has been accepted but now I am being offered an accommodation of reassignment?

Accommodation is the lawful action by your workplace in response to your exemption. While reassignment may not be what is wanted, this may be a temporary situation while the chaos plays out over the coming months. The important thing is to get in writing that the pay for any re-assignment is at least equal to current pay. Otherwise it is discrimination.

8. What if my Employer or my School acknowledges I am exempt but says it cannot accommodate me?

Any business, school or agency when they first receive their license, sign an agreement with the state to follow state and federal laws. The laws require non-discrimination, as cited in our [Statement of Declination](#). Reducing someone's pay or putting them on unpaid leave, as an "accommodation" for religious belief, is retaliatory and a breach of contract with the state. It equates to wrongful termination. The Employer is liable for triple damages (triple the salary amount for any missed pay). Don't quit and keep working to preserve your legal rights.

9. What if I am being offered unreasonable accommodations?

An employee offered no accommodation or that regards certain accommodations as unreasonable, can make a proposal of a 'reasonable' accommodation to HR. The EEOC expects a dialog and the employer is required to review other options and also provide Measurable, Quantifiable proof why accommodations proposed by the employee are not feasible (would cause undue hardship to the employer). A mere verbal claim of undue hardship is not sufficient. Per the EEOC " To prove undue hardship, the employer will need to demonstrate how much cost or disruption the employee's proposed accommodation would involve.[246] An employer cannot rely on hypothetical hardship when faced with an employee's religious obligation that conflicts with scheduled work, but rather should rely on objective information."

If the employer claims you are a direct threat, this is also something that requires proof, based on an individualized assessment, based on a physician's evaluation, to determine you are indeed a significant risk of infection to others. A generalized stereotype about "people who breathe" does not pass the threshold of proof. They cannot just blanket exclude all healthy, symptom-free people because they are worried you MAY be a risk to others. They have to have concrete basis and a medical evaluation from a physician to establish concrete evidence that you are

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an ACTUAL threat. Then a judge must issue a warrant to require a medical intervention to establish Authority of the Law under WA State Constitution Article 1 Section 7.

Accommodations are something that is meant to be discussed and agreed upon between employee and employer and the EEOC expects a negotiation until both sides agree on what is reasonable. Otherwise, according to the Civil Rights Act of 1964 Title VII, you are being discriminated against and have a legitimate legal claim against your employer. [Read the authoritative EEOC rules regarding workplace discrimination](#). Also, consider watching this [informative video about Religious Exemptions](#) from Peggy Hall

10. What if I am threatened with being fired after I claim my exemption

The business or agency you work for must follow state non-discrimination statutes. By law they cannot ignore or deny your religious or medical exemption once claimed, nor are they in position to 'evaluate' the validity or sincerity of your personal religious convictions. The only lawful action for your employer is to review what accommodations are available. An example of a reasonable accommodation is symptom-screening or a temperature check on arrival to work. You might also be OK with masking (personal choice) or even periodic testing. Though, you do have the right to decline both masks and testing as these are also forms of experimental and unwanted medical interventions, to which you have the right of Informed Consent or Refusal. Request a meeting with HR or an Executive from your workplace and review the LAW with them as presented in the Constructive Legal Notice and summarized in the Constructive Notice Summary. Make it very clear that the employer is at risk of legal action for Unlawful Termination, since they are violating both Non-Discrimination and Informed Consent Laws.

You may also consider filing a complaint with L&I about unsafe work conditions, based on VAERS data that reveals significant risks from the job to your health. To establish that your employer knew you filed a complaint, immediately (next day) after filing, you should present a copy of the complaint to your employer. This action may result in the employer being compelled to keep paying after termination. The L&I website that outlines your rights and gives you a form to file a complaint can be found at the URL below

<https://lni.wa.gov/workers-rights/workplace-complaints/discrimination-in-the-workplace>

11. My workplace (or school) is offering online work or online classes as the only option for accommodation

They cannot just blanket exclude all healthy, symptom-free people because they are worried you MAY be a risk to others. They have to have concrete basis and a medical evaluation from a physician to establish concrete evidence that you are an ACTUAL threat. Then a judge must issue a warrant to require a medical intervention to establish Authority of the Law under WA State Constitution Article 1 Section 7. You can negotiate a more reasonable accommodation that gives you a less-discriminatory working or learning experience, such as symptom screening, temperature checks, or you might be willing to wear a mask for now. Stand up and represent yourself!

12. Does it make a difference if I am a federal employee?

There is no difference in whether you are a Federal employee, State employee or Private sector employee. Any employer must abide both with Federal laws and State laws of each state where they have employees.

13. I have been fired due to the vaccine mandates. Is there a lawyer to represent me?

File a claim with the EEOC and file for unemployment right away. Make sure you attach the Constructive Legal Notice. Then, contact WCRC if you would like to proceed with legal action as well. Working with Lawyer Luis Ewing, the WCRC is prepared to assist you in representing yourself through a Wrongful Termination / Discrimination claim. Once you sign an NDA, you will receive one or several letters to send to your (former) employer with the demand that the employer reinstate and/or compensate you. Most cases are resolved

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favorably without going to court. Please email wrcr@protonmail.com if you are interested in the Wrongful Termination Legal Action Program.

There are also a number of group and class action lawsuits you can join by contacting the Silent Majority Foundation at <https://silentmajorityfoundation.org/>.

14. What if I am a student and my school says it's not honoring any exemptions?

You have a right to DECLINE an experimental vaccine. It is called INFORMED CONSENT. Ask the school the following:

- Are they aware they are practicing medicine without a license?
- Will they assume all financial and legal liability should you have a severe adverse event, such as paralysis?
- Where in your student enrollment agreement does it show that you agree to accept experimental medical interventions as a condition of enrollment and does this not constitute breach of contract?
- Does the school have any tangible evidence of you being a direct threat (direct medical evaluation by a licensed physician familiar with your medical history)? Lacking such evidence, the school's policy is just pure discrimination.

15. As an Employer, what do I tell my employees why we are not mandating vaccines?

In regards to employees that may equate mandates with law a response along the following lines is appropriate: "While the mandates appear to be law, we have received recent information that indicates there is still much unsettled and there are serious legal issues on several fronts. The idea of such mandates is very new. It appears as an employer we are facing serious legal risk, for example if an employee suffers side effects from the vaccine (for example becomes paralyzed) and is unable to work. We are unwilling to take on the legal exposure at this time and we need to confirm that the state will assume all legal risk before we can commit to a mandatory vaccination policy. This is the most responsible thing for the business and for our employees at this time."

16. As an Employer, what can I do if I am being pressured by a state agency regarding the vaccine mandates?

You can ask the agency to put in writing that they assume all legal liability should one of your employees experience an Adverse Reaction that impairs their ability to earn a livelihood or in worst case, results in loss of life. This is a polite way of pointing out that the mandates carry a tangible legal risk that your business has no obligation to assume. In fact, you can point out to the agency that you do not wish to practice Medicine without a license (a felony) and that you are not able to meet the requirements necessary for Informed Consent and are thus in no position to mandate any medical procedure.

Also, it is a fact that any state agency can only require that you 'have a policy' but not the exact details of what the policy is. So for example, you can make it clear for any employee how to claim their medical or religious exemption. You then get to determine what your accommodation for exemptions should be. A simple symptom screening or temperature check on the wrist is a reasonable accommodation that allows you to honor your personal ethical compass and also be in compliance.

17. Why is Lawyer Ewing not a member of the BAR?

Being a member of the BAR, while almost ubiquitous in the United States to practice law, is not required to practice law and there is more than one way to be authorized to practice law. Mr. Ewing was first authorized to practice law through the WA State Federal Courts and originally focused on working with the Tribal Courts. He is a Federal Lawyer who has been practicing law for over 20 years and now specializes in Pro Se criminal and civil rights law.

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18. Is the Washington Civil Rights Council filing a lawsuit against the governor?

We are researching different options and working hard in general to ensure that WA citizens' rights are understood and respected. That said, at this time there is not currently a lawsuit being filed by our organization against the governor specifically.

19. Is it true that Title 42 U.S.C. 1396 (f) has a parentheses that removes the right to religious exemption for Contagious Disease?

The parenthesis does not invalidate your right to decline the Covid jab because it applies to a situation where there is competent evidence of a virus and an individual has been assessed and confirmed to be contagious by a licensed physician, with a court order (warrant) issued pursuant to the physician's finding. Otherwise, both State (Article 1, Section 7) and Federal (4th Amendment) Constitutions do not allow for a seizure of your body without a warrant. When it comes to medical freedom, the law is indeed on your side.

20. Doesn't the State of Emergency give the Governor Emergency Powers?

First, there is a question whether the state of Emergency is legitimate in that RCW 43.06.210 allows for a State of Emergency but requires that it be ended when order has been restored. It is not meant to be an indefinite open ended situation. Secondly, the WAC 246-101-425 contains a number of public responsibilities to cooperate with public health authorities but none translate to being compelled to relinquish bodily autonomy, in violation of the Federal and State Constitutions and the Doctrine of Informed Consent.

21. What is the VAERS database and what does it show?

The Vaccine Adverse Event Reporting System (VAERS) is a database maintained by the CDC and FDA to monitor the safety of vaccines. VAERS data through September 10, 2021, available at <https://vaersanalysis.info/category/vaers-weekly-summary/>, shows that there have been over 700,000 adverse reactions to COVID vaccines, including roughly 130K severe reactions such as emergency room visits, permanent disability and death. **Note that the total number of deaths associated with the COVID-19 vaccines is greater than the number of deaths associated with all other vaccines combined since the year 1990.** Clearly these vaccines are far from safe. And, surprising as it may be, many well intentioned people are genuinely unaware of the data out there (when it challenges the mainstream narrative), because there is so much censorship. This is why the best bet is to remain civil but continue to advocate and educate.

22. Which 20 states have banned Vaccine Mandates as of Aug 31, 2021?

Twenty states have banned proof-of-vaccination requirements. All 20 states—Alabama, Alaska, Arizona, Arkansas, Florida, Georgia, Idaho, Indiana, Iowa, Missouri, Montana, North Dakota, Ohio, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Utah, and Wyoming—have Republican governors. In total, 20 out of the 27 states with Republican governors have prohibited proof-of-vaccination requirements through executive orders or legislation. Eight states with Republican governors—Maryland, Massachusetts, Mississippi, Nebraska, New Hampshire, Vermont, West Virginia—have not prohibited proof-of-vaccination requirements at any level of government.

23. Where do I make a donation?

Thank you so much for wanting to help! You can make a donation online at <https://wcrc.us/donate>