

Steps For Dealing with Vaccine Mandate and Submitting Religious Exemption.

1. Don't Quit.
2. Pay attention to the deadline and follow the protocol. **Except:** Do not submit their form with specific questions without first submitting your own letter. A Sample letter follows but it has to be YOUR letter. Pay attention to methodology—if it is supposed to be submitted by email or on paper etc. do it correctly.
3. In your letter, keep the issue just about religious exemption. Do not add any science/medical/legal arguments etc.
4. The four magic words “sincerely held religious belief” must be in your letter. Keep it to one or two paragraphs or less.
5. The Biden administration was caught on video admitting they can't win if people stick to their guns with a religious exemption. If an employer denies the exemption, or makes “unreasonable” accommodation, you file with the EEOC. At that point it is illegal for them to terminate you and a court can order them to restore your job.
6. Religious exemption is based on federal law so there is no such thing as a business or government agency anywhere saying “We don't have religious exemptions.” That is like claiming the sun doesn't shine in our state. Sorry you don't control that! Here is the paragraph from The New American Article by JBS Attorney Robert Owens:

Federal law applies in all 50 states and every American territory and possession. Title VII of the Civil Rights Act and Title I of the Americans with Disabilities Act requires employers to make reasonable accommodations for 1) sincerely held religious beliefs and 2) medical exemptions. This legal process applies without regard to whether the COVID vaccination is subject to an Emergency Use Authorization (EUA) or full approval by the Food and Drug Administration.

7. This federal protection, however, only applies to W2 employees. If you are a 1099 contractor this may not cover you and you can be terminated.
8. If you are being told you are being fired, let them know you will be filing a complaint with the EEOC and have an attorney. (Contact either a local attorney or groups such as the Liberty Counsel in Florida or LexRex in California—two good firms who are doing a lot of these cases. AFLDS.org also has a legal arm you might check out.)
9. Keep a copy of everything you submit!!
10. Once you have written and submitted your letter, they may counter with a question sheet to answer and turn in. In this case, the less you say the better. (Think being stopped by highway patrol after a dinner out with some wine. DON'T SAY ANYTHING!!). These questions are legal traps. Here are suggestions about answering the questions that reference your letter—Don't ad lib and write more without putting your case at jeopardy:
 - a. Please describe the nature of your objection to the COVID-19 vaccination requirement.
Answer: See attached.

b. Would Complying with the COVID-19 vaccination requirement substantially burden your religious exercise? If so, please explain how.

Answer: Yes. See attached.

c. How long have you held the religious belief underlying your objection?

Answer: I'm not willing to discuss my past religious practice. My sincerely held belief is current, see attached.

d. Please describe whether, as an adult, you have received any vaccines against any other diseases (such as a flu vaccine or a tetanus vaccine), and if so, what vaccine you most recently received and when, to the best of your recollection.

Answer: I am not willing to waive my right to medical privacy.

e. If you do not have a religious objection to the use of all vaccines, please explain why your objection is limited to particular vaccines.

Answer: I have a current and seriously held belief, see attached, and I am not willing to waive my medical privacy about other issues.

f. List any medicines and/or products that you do not use because of the religious belief underlying your objection below.

Answer: I am not willing to waive my right to medical privacy.

g. Please provide any additional information that you think may be helpful in reviewing your request.

Answer: See attached.

I am not a lawyer. I make no legal claims and do not give legal advice. This information was kindly given by Robert Owens who is an attorney for the John Birch Society. JBS has the largest private reference library in the country, and has been fighting for our freedom and American Constitutional Liberty since WWII. Further discussion is on my "Exit the BioMatrix podcast found at "TheMedicalRebel.com".

This is a composite of the recommended letter inclusions:

Dear (HR requiring person etc.)

I understand that you are directing me to get a Covid-19 vaccine, or potentially be terminated.

I have a sincerely held religious belief that prohibits me from taking these vaccines.

Now you can briefly add a few things such as: In Psalm 139:13-16 "For you created my inmost being; you knit me together in my mother's womb. I am fearfully and wonderfully made; your works are wonderful, I know full well." In Exodus 15:26 Moses said that "If you hearken to the voice of the Lord, I your God and you do what is proper in His eyes, and you listen closely to his commandments and observe all His statutes, all the sicknesses that I have visited upon Egypt I will not visit upon you, for I the Lord heal you."

I will update when I have more input from a lawyer on additions, but you don't need anything lengthy. Do not stray from religious points.

