

I'm writing in regard to the new COVID-19 vaccines and some of the troubling public discourse about mandatory vaccination. I'm not sure if (COMPANY) is considering making vaccination a condition of employment; nevertheless, as someone with some concerns about the COVID-19 vaccines, I wanted to make you aware of my perspective on the matter.

In what follows I will share some of my concerns about the new COVID-19 vaccinations. My aim is not to provide medical conclusions on their safety, but rather help you understand why a reasonable person might decide not to get vaccinated and why employers should respect their decision. All of the information I will reference is taken from .gov resources and the medical manufacturers' literature.

These products aren't currently FDA approved

There are no FDA-approved COVID-19 vaccines yet. The vaccines that are being used so far are those which have been granted "Emergency Use Authorization (EUA)" by the FDA, which means they are administered and governed differently. There is not sufficient data at this time for the FDA to decide whether they will ever be fully approved. These EUA vaccines will technically be in Phase Three of clinical trials until 2023.

The vaccine manufacturers are very clear about this distinction. Pfizer-BioNTech COVID-19 Vaccine's fact sheet for healthcare providers (<https://www.fda.gov/media/144413/download>) requires all vaccination providers to communicate to recipients or their caregivers that the "FDA has authorized the emergency use of the Pfizer-BioNTech COVID-19 Vaccine, which is not an FDA-approved vaccine."

Because the current vaccines are EUA products and, as such, not fully licensed, the law is clear: states can't mandate the vaccines, and private entities do so at the peril of violating federal law.

This was also confirmed in August 2020 at a Centers for Disease Control and Prevention [published meeting](#) of the Advisory Committee on Immunization Practices, where its Executive Secretary, Dr. Amanda Cohn, stated (at 1:14:40): "I just wanted to remind everybody that under an Emergency Use Authorization, an EUA, vaccines are not allowed to be mandatory."

The afore-mentioned fact sheet from Pfizer-BioNTech also instructs vaccination providers that "[t]he recipient or their caregiver has the option to accept or refuse Pfizer-BioNTech COVID-19 Vaccine."

Unknown side effects could impact a person's ability to work

Negative short-term and long-term side effects from the COVID-19 vaccines could forever impact a person's health and ability to work. Forcing employees to shoulder that risk, however rare it may be, is unreasonable. Because clinical trials are ongoing, many short-term and all of

the long-term side effects of these new vaccines are still unknown. The afore-mentioned fact sheet from Pfizer-BioNTech notes that “Additional adverse reactions, some of which may be serious, may become apparent with more widespread use of the Pfizer-BioNTech COVID-19 Vaccine.”

At present, short-term side effects are being reported via [VAERS](#) (The Vaccine Adverse Event Reporting System). This is a passive reporting system, meaning health care providers voluntarily report negative reactions after a patient is administered a vaccine. These reports are individually investigated, and thus do not constitute proof of injury. Nevertheless, it is concerning that the system has already registered more than three times as many reports of negative reactions to the COVID-19 vaccines (50,861 reports, including 2,249 deaths) in just their first four months of being administered, than for all flu vaccines in 2020 (approximately 12,000 reports). Negative side effects being reported so far, via VAERS as well as from the more intensive monitoring in earlier stages of the clinical trials, include such injuries as Bell’s Palsy, thromboembolic events that could be life-threatening, and other severe life-long health consequences. I would like more data and clarity from the CDC about these possible negative side effects before I were to receive one of these vaccines.

It is important to note that, unlike the manufacturers of other medical products, vaccine manufacturers enjoy full indemnity against injuries occurring from the COVID-19 vaccines under the PREP Act. If you are injured by a COVID-19 vaccines, you cannot seek damages from them. Instead, you have to file a compensation claim with the Countermeasures Injury Compensation Program (CICP), which is funded by U.S. taxpayers.

This is particularly concerning given the track records of Pfizer and Johnson & Johnson, habitual offenders who have been responsible for some of the largest malpractice settlements in history. See, for example, Pfizer’s fraud settlement for [Bextra](#) and its [unapproved trials that killed children in Nigeria](#), and Johnson & Johnson’s settlements on [Risperdal](#), [asbestos-laced talc in Baby Powder](#), and their role in the [opioid crisis](#).

The EUA COVID-19 vaccines haven’t been shown to prevent transmission

Many organizations are now openly claiming, “All of our employees are vaccinated so now we’re safe to be open.” Not only is that statement incorrect ([according to the CDC](#)), it also provides a false sense of security for the vaccinated and a false sense of urgency for the employers. There is no data yet that the EUA COVID-19 vaccines protect anyone except for the person who gets the vaccine.

As Dr. Peter Marks, Director of the Center for Biologics Evaluation and Research (CBER) at the FDA, [testified](#) before the U.S. Senate Committee on Health, Education, Labor and Pensions on March 18, 2021, “At this time, data are not available to make a determination about how long the vaccines will provide protection, nor are we certain that the vaccines prevent transmission of severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2) from person to person.”

In conclusion, I believe the choice to take any medical product is a personal one, to be decided by the individual in consultation with their doctor and their family. Not in consultation with their government, and certainly not with their employer. Remember: there is no medical product that's 100% safe for 100% of the people. There's not even any food that's safe for everyone; I've got two friends who are deathly allergic to onions! Where there is risk, there must be choice. I do not consent to mandatory medical procedures as a condition of employment, and I ask that (COMPANY) respect its employees' rights to bodily autonomy and decision-making especially with regard to the EUA COVID-19 vaccines.

Thank you,
YOUR NAME