
From: Melinda Howard <Neumann-HowardM@outlook.com>
Sent: Tuesday, February 23, 2021 7:41 PM
To: Labor & Industry Committee
Subject: Labor and Industry Committee Hearing February 24, 2021

Dear Representative Cox,

I am writing to ask the Committee to support HB262, THE RIGHT TO REFUSE ACT.

I support this bill because it would be a violation of our God given right to bodily autonomy as recognized by the 14th Amendment where the state is denied the right to "deprive any person of life, liberty, or property, without due process of law; nor deny to any person within its jurisdiction the equal protection of the laws." This bill needs to be passed to prevent employees from losing their employment or being discriminated against for refusing to take a vaccine. No one should be backed into a corner to have to choose between providing for their family and taking a vaccine.

The CDC's recommended vaccine schedule has vaccines for over 20 different viral and bacterial illnesses (not including SARS-COV2) all of which are candidates for adult employment mandates. Without a protective state law like HB262, there are no state or federal employee protection exceptions to employee vaccine mandates for all vaccines for reasons of conscience objections to all the vaccines being given to adults. Not only that the but US EEOC affirms the legal right of an employer to exclude the employee from the workplace even if an employee cannot get vaccinated because of a disability or sincerely held religious belief and there is no reasonable accommodation possible. The state will have to step in and protect employees' right to delay or refuse vaccines. While the US Dept of Labor, OSHA, allows employees to decline Hepatitis B vaccines and OSHA and many labor unions have expressed opposition to annual influenza vaccination policies that do not include religious and/or personal objection exemptions, there are far too many gaps in protection for employees to refuse vaccines for work.

Additionally, the experimental vaccine has been released without full authorization. Therefore, the risks are not yet known as to the extent of harm it may cause individuals immediately or over the course of time. I know of persons who have been harmed by vaccines and suffer long-term, irreparable consequences as a result. As of two weeks ago, there have already been 15,923 COVID-19 Vaccine adverse events and 929 COVID-19 Vaccine deaths report the VAERS. Short and long-term risks are still unknown! All vaccines carry the risk of injury or death so there needs to be informed consent and the right to refuse without penalty. The National Vaccine Injury Compensation Program had paid out over \$4.5 billion in damages so there is no disputing that vaccines do not carry risk.

Unfortunately, people injured by a COVID-19 experimental injection have little recourse as the vaccine manufacturers are shielded from liability through the PREP Act. This federal law establishes that the only option for compensation for victims of the COVID-19 experimental injection is the Countermeasures Injury Compensation Program. There is a statute of limitations of one year to file a claim. No legal fees or medical expert fees are covered, no pain and suffering awarded and lost wages are capped at \$50K with no judicial appeal. Only 8% of all petitioners since 2010 have been awarded compensation through this program.

I personally know people who have suffered greatly from vaccines with long term irreparable damage. I personally oppose anyone having to partake in any vaccine or experimental vaccine for that matter that goes against their conscience or beliefs in order to continue to be gainfully employed. I fully support this bill and hope to see it pass.

Thank you for your time and attention to this matter.

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