

Form for Employees Whose Employers Are Requiring Covid-19 Injections Under Emergency Use Authorization

THIS FORM HAS TWO PARTS:

PART 1 Pages 1-11	Information for the employee. Read and retain this section.
PART 2 Pages 12-18	Employer Form. Review these pages with your employer or, if you prefer, hand them to an authorized company representative.

NOTE TO EMPLOYEE: Be sure to document the following dates and times:

Date and time you submit the form to your employer:

Date and time and their response if they refuse to sign it:

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Family Financial Disclosure Form for Covid-19 Injections

Form for Employees Whose Employers Are Requiring Covid-19 Injections under Emergency Use Authorization

Form for Students Attending Colleges or Universities Requiring Covid-19 Injections under Emergency Use Authorization

Notice and Declaration of Parental Authority Requirement of Disclosure and Safety of Medical Treatment/s

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INTRODUCTION

The aim of this form is to provide a tool for employees to use with employers who attempt to mandate Covid-19 injections, and to educate employers about the full set of physical and financial risks they are asking employees to incur. Since their rollout in December 2020, the Covid-19 injections have caused millions of serious adverse events, including deaths, in the U.S. and around the world, and have wreaked financial havoc on many households.¹

NOTE: Although the Food and Drug Administration (FDA) fully approved (i.e., licensed) the Pfizer injection under the brand name “Comirnaty” for ages 16 and up on August 23, 2021—and extended full approval to 12- to 15-year-olds on July 8, 2022—while doing the same for the Moderna injection on January 31, 2022 (licensing it for ages 18 and up under the brand name “Spikevax”), for the time being, *American civilians continue to receive emergency use authorization (EUA) Covid-19 injections, not the licensed Covid-19 vaccines.*² For this reason, some have termed the fully approved versions “ghost vaccines.” This situation could change if FDA licenses the vaccines for children and the Centers for Disease Control and Prevention (CDC) adds the licensed versions to the childhood vaccine schedule.

The situation appears to be different for military service members, who report that Comirnaty-labeled vaccine vials began to be administered at military facilities in June 2022; however, whistleblowers allege that the “Comirnaty” vials are not coming from FDA-authorized manufacturing facilities.³

■ Emergency Use Authorization

The U.S. Food and Drug Administration (FDA) has granted emergency use authorization (EUA) for four Covid-19 injections⁴⁻⁷ that underwent abbreviated clinical trials and no long-term safety testing:

1. The mRNA injection developed by **Pfizer** with German partner BioNTech—authorized by FDA for ages six months and up.
2. The mRNA injection developed by biotechnology firm **Moderna** in partnership with the National Institute of Allergy and Infectious Diseases (NIAID)—also FDA-authorized for ages six months and up.
3. The adenovirus-vectored injection made by Janssen, a **Johnson & Johnson (J&J)** subsidiary, authorized for age 18 and up. On May 5, 2022, FDA scaled back the J&J shot’s use to “certain individuals,” citing the risk of life-threatening blood clots and Guillain-Barré syndrome.⁸
4. The **Novavax** Covid-19 injection featuring moth-cell-cultured spike protein nanoparticles—authorized by FDA for ages 12 and up in July/August, 2022.

■ Gene Therapy

Though marketed as “vaccines,” the biopharmaceutical industry refers to the Pfizer, Moderna, and J&J Covid-19 injections as “gene therapy.”⁹ All three share the end goal of getting genetic instructions into a person’s cells and “tricking” the cells into making the coronavirus spike protein.

The Pfizer and Moderna injections use lipid nanoparticles (LNPs) as an in-built “gene delivery” or “carrier” system that transports synthetic mRNA into the cell’s cytoplasm. The LNPs have been shown to cross the blood-brain barrier.¹⁰ They also function as adjuvants, “revving up” the immune system. According to the expert group Doctors for Covid Ethics (D4CE), the mRNA technology is so inherently dangerous that the Covid injections “should never even have been introduced.”¹¹

The J&J injection uses a genetically modified viral Trojan horse to shuttle spike protein DNA (genetic instructions) into the cells. D4CE states, “introducing DNA into human cells... constitutes gene therapy” and raises the possibility of “stable, irreversible incorporation into the human genome.”¹² Citing irrefutable pathology findings from autopsies, D4CE members have concluded, “Beyond any doubt, injection of gene-based COVID-19 vaccines [including both mRNA and vector-based injections] places lives under threat of illness and death.”¹³

The Novavax injection—like the other Covid-19 shots linked to heart inflammation and blood clots—carries a cargo of “premade,” lab-grown spike protein nanoparticles along with a novel adjuvant called Matrix-M associated with autoimmune disease.⁷

■ Employer Mandates

Since the rollout of the EUA Covid-19 injections, which are by definition experimental, many employers have tried to deny employees’ right to choose—and their right to bodily integrity—by requiring the vaccines as a condition of employment without regard to consent or individual health circumstances. Under EUA rules, such mandates are a violation of the law.¹⁴ Coerced participation in medical experiments is also a violation of fundamental human and religious rights.¹⁵

In August and September 2021, the Biden administration set a precedent for employer mandates by issuing a series of federal Covid-19 vaccine mandates:

- An executive order that mandated the vaccines for federal workers and contractors (though not members of Congress or those working in the federal court system)¹⁶ was initially upheld in federal appeals court (April 2022) but later blocked by the same court until at least September 2022.¹⁷
- An emergency order by the Occupational Safety and Health Administration (OSHA) mandating the vaccines or weekly testing for large employers (> 100 employees) was rejected in January 2022 by the U.S. Supreme Court.¹⁸
- At the same time, the Supreme Court upheld a rule mandating the shots for workers in health care facilities that receive Medicare or Medicaid.¹⁸

Also in August 2021, the Secretary of Defense issued a memorandum ordering all military departments to “immediately begin full vaccination of all members of the Armed Forces” using “fully licensed” Covid-19 vaccines.¹⁹ Vaccination in the military proceeded, even though the military cannot legally substitute EUA-labeled injections for FDA-approved injections, and licensed versions were unavailable at military facilities at the time.²⁰ Whistleblowers allege that the version of Comirnaty that suddenly became available to the military in June 2022 cannot be considered FDA-approved because it is manufactured in a non-FDA-authorized facility.³ Around two dozen lawsuits are disputing the military’s mandate.²⁰

Despite the EUA rules prohibiting mandates, by May 2022, four in 10 employers had imposed some type of mandate for their workers, up from less than 1% of companies in February 2021.²¹ This has put American workers in a difficult position: either agree—without proper informed consent—to receive experimental gene therapy injections (and as many subsequent boosters as employers choose to mandate) or potentially lose their livelihood.

■ Legal Pushback

Before Covid-19, workplace vaccine mandates for adults were on a state-by-state basis and primarily focused on hepatitis B and influenza vaccination in health care settings, often allowing some accommodation for disability or religious beliefs.²² However, employers, hospitals, and the military have routinely denied religious exemption requests for the Covid-19 injections.²³

In response, federal employees, first responders, health care workers, teachers, other municipal employees, airline employees, military members, and others—including many of those denied religious accommodation—have brought a flood of legal actions against public and private employers. As of February, 2022, more than 450 individual, multi-plaintiff, and class action complaints had been filed, many against private companies, to challenge Covid-19 vaccine mandates.²⁴ In Illinois, close to 500 health care workers who legally challenged their hospital’s vaccine mandate and its denial of religious exemptions won a \$10 million payout in August 2022, with attorneys describing the “first-of-its-kind” settlement as “a strong warning to employers... that they cannot refuse to accommodate those with sincere religious objections to forced vaccination mandates.”²⁵

Employees also have filed class-action lawsuits against cities like New York and Los Angeles and states like Maine, alleging violation of religious and constitutional rights,²⁶ and educators are suing governors and other public officials for unconstitutional vaccine and testing mandates, disputing the decision of large teachers’ unions to side with mandates.²⁷ In addition, with the help of organizations such as U.S. Freedom Flyers,²⁸ lawsuits are planned against 18 major airlines, the Federal Aviation Administration (FAA), and the U.S. Department of Transportation (DOT) over their mandates.²⁹ Pushback is also occurring at the state level, with states such as Tennessee and Montana banning workplace vaccine mandates, and other states passing laws requiring expanded exemptions.³⁰ An Arizona federal district court issued a permanent injunction to block the mandate for federal contractors within the state.²⁴

■ Financial Risks Not Disclosed by Employers

Many health care providers are refusing service to individuals injured by the Covid-19 injections, and some health and life insurance companies are denying coverage for vaccine-related injuries and deaths.³¹ In May 2021, OSHA also eliminated any requirement for employers to record adverse events experienced by employees following an employer-mandated Covid injection, effectively “shut[ting] down the path for an employee to seek worker’s compensation if they’re injured.”³² This denial of care and coverage poses a serious threat to the physical and financial well-being of employees presented with a requirement to get a Covid injection—perhaps even more so than the possibility of losing their job for not being vaccinated. Medical bills for vaccinated individuals with serious injuries have already exceeded \$1 million in some cases.³³

Under the Public Readiness and Emergency Preparedness (PREP) Act enacted in the U.S. in 2005, EUA injections are classified as “medical countermeasures” that are immune “from legal liability for all claims for loss” relating to the injections’ administration or use. The PREP Act defines “losses” as death; physical, mental, or emotional injury, illness or disability; and “loss of or damage to property, including business interruption loss.”³⁴ Although individuals injured by Covid shots may apply for compensation from the Countermeasures Injury Compensation Program (CICP) within a year of injury, the program—deemed “horrible” by many—has not paid out a single Covid vaccine injury claim; it covers neither legal fees nor pain and suffering, and has an impossibly high burden of proof.³⁵

Fully licensed vaccines, when recommended by the CDC for children or pregnant women, are immune from liability under the 1986 National Childhood Vaccine Injury Act. Under that legislation, the vaccine-injured can seek compensation from the National Vaccine Injury Compensation Program (NVICP),³⁶ but that program, too, is cumbersome and historically has only compensated one-third of petitioners. Even for successful claims, the monetary amount often falls short of the financial devastation created. In theory, the injured *can* sue the manufacturers of licensed vaccines not on the childhood or pregnancy schedules, which may be why Pfizer and Moderna are eager for the permanent liability shielding that would come with adding Comirnaty and Spikevax to the childhood schedule.³⁷

■ Employer Education and Liability

Employers and physicians are not disclosing all possible adverse events and financial risks, making a sham of the informed consent process. In securities law, material omissions—that is, “making statements that paint an incomplete or inaccurate picture, and not revealing other material information necessary to present the entire truth”—are a violation of the law and subject to prosecution, fines, and jail time.³⁸ In April 2022, Missouri introduced a vaccine liability bill providing a legal framework for employees to hold their employers liable if the employee experiences an adverse event from a employer-mandated Covid shot.³⁹ Dr. Ryan Cole, an Idaho pathologist, suggests that individuals injured by Covid-19 shots also sue their physicians for violation of their medical oath and failure to provide informed consent.⁴⁰

Reviewing this form with employers may, therefore, open their eyes to the liability they may face (that they may otherwise not be aware of). If an employee should decide to accept the required experimental Covid-19 injection, the form also provides a mechanism to insist on a signature from the employer's representative that holds the company liable. If the employer's representative refuses to sign the form, that may be an indicator of the company's concerns about potential liability and should prompt an immediate discussion about how the employee can continue working for the company without being injected.

Employees should strongly consider reviewing this form with employers and also share it with co-workers. This could result in a positive outcome for employees and, if used widely, could be a game-changer.

RESOURCES

■ Legal

America's Frontline Doctors (AFLDS): The "AFLDS Legal" webpage provides a variety of written and video resources, including letter templates (under "Vaccines & The Law") to use with employers and others seeking to mandate Covid-19 injections. AFLDS is also involved in a number of strategic litigation cases "in furtherance of medical freedom."

<https://www.americasfrontlinedoctors.org/legal/>

Health Freedom Defense Fund (HFDF): This nonprofit is working to address unethical and unlawful mask and vaccine mandates through over a dozen focused legal actions nationally, and won a pivotal victory against the CDC's travel mask mandate. HFDF is working toward being able to match individuals up with attorneys.

<https://healthfreedomdefense.org/resources/>

Informed Consent Action Network (ICAN): ICAN's legal team assisted employees (either via letters to employers or lawsuits) who were being required by an employer to receive Covid-19 injections, putting employers on notice "that it is not legal to require an unlicensed vaccine and that the threat of a lawsuit for doing so [is] real." Legal actions also have included other lawsuits, Freedom of Information Act (FOIA) requests, formal demands to government agencies, and more.

<https://www.icandecide.org/ican-legal-action/>

<https://www.icandecide.org/ican-supports-successful-legal-challenges-to-covid-19-vaccines-mandates/>

State-level: If you need an attorney for a vaccine injury case, you can try looking through this state list:

https://ecf.cofc.uscourts.gov/cgi-bin/CFC_VaccineAttorneys.pl

■ Medical/Scientific

Comprehensive, high-integrity medical and scientific information, including briefs and reports summarizing what is known about the risks of Covid-19 injections and adverse events, is available (and routinely updated) at the following websites:

America’s Frontline Doctors (AFLDS): In addition to “AFLDS Legal,” AFLDS’ website includes information about Covid-19 treatments, regular news roundups, a Frontline library, and numerous other resources.

<https://americasfrontlinedoctors.org/>

Children’s Health Defense (CHD): CHD reports on vaccine safety via its flagship online news outlet *The Defender*. CHD also offers a “Fighting COVID Mandates” toolkit and related resources, e-books (including e-books on vaccine mandates and protection of individual rights), a research library, and a “Community Corner.”

<https://childrenshealthdefense.org/>

Doctors for Covid Ethics (D4CE): Excellent resources provided by this group of doctors and scientists from 30 countries include: crucial pathology findings from autopsies on persons deceased within days to months of receiving Covid injections; a comprehensive review by Dr. Michael Yeadon titled “The Covid Lies”; Expert Statements outlining the Covid injections’ serious risks, especially for children; open letters to fellow doctors and scientists; and video archives of interdisciplinary “Gold Standard Symposiums” featuring experts in science, medicine, finance, media, the law, and more.

<https://doctors4covidethics.org/>

■ Adverse Events

The Skidmore survey: After conducting a nationally representative survey in December 2021, Professor Mark Skidmore of Michigan State University conservatively estimated that between 264,000 and 308,000 people may have died following Covid-19 injections in the U.S. as of that date, and 1.1 million may have experienced life-threatening or life-shortening injuries, including heart problems, blood clots, strokes, and paralysis. The survey report includes two appendices with 30 pages of vivid and sobering descriptions of adverse events experienced by respondents or people they knew.

<https://mark-skidmore.com/wp-content/uploads/2022/02/Survey-of-Covid-Health-Experiences-Working.pdf>

Vaccine Adverse Event Reporting System (VAERS): VAERS is a voluntary reporting system co-administered by the CDC and FDA. A Harvard study commissioned in 2010 by the federal government concluded that less than 1% of adverse events get reported; Dr. Sherri Tenpenny estimates that VAERS data represent at most 10% of actual adverse events. VAERS reports are accessible through the CDC Wonder search engine or through the more user-friendly MedAlerts search engine maintained by the National Vaccine Information

Center (NVIC). MedAlerts also offers more powerful search capabilities and more extensive reporting.

<https://vaers.hhs.gov>

<https://wonder.cdc.gov/vaers.html>

<https://www.medalerts.org/>

Additional sources of adverse event information and data: Children’s Health Defense publishes summaries of the latest VAERS numbers every Friday. Other sources of VAERS and other data include OpenVAERS, the COVID Blog, and Vaccine Impact News:

<https://openvaers.com/index.php>

<https://thecovidblog.com/>

<https://vaccineimpact.com/>

■ Notes to the Introduction

1. See summary of adverse events reported to the Vaccine Adverse Event Reporting System (VAERS) (<https://www.medalerts.org/vaersdb/findfield.php?TABLE=ON&GROUP1=CAT&EVENTS=ON&VAX=COVID19>); “How many people died from the Covid-19 inoculations? An estimate based on a survey of the United States population” (<https://markskidmore.com/wp-content/uploads/2022/02/Survey-of-Covid-Health-Experiences-Working.pdf>); “1,287,595 injuries reported after COVID shots, vaccine injury compensation programs ‘overwhelmed’” (<https://childrenshealthdefense.org/defender/injuries-covid-shots-vaccine-vaers/>); “Dr. Ryan Cole: COVID-19 vaccines causing an alarming uptick in cancers” (<https://rumble.com/vwvq3m-dr.-ryan-cole-covid-19-vaccines-causing-an-alarming-uptick-in-cancers.html>); and “On COVID vaccines: why they cannot work, and irrefutable evidence of their causative role in deaths after vaccination” (<https://doctors4covidethics.org/on-covid-vaccines-why-they-cannot-work-and-irrefutable-evidence-of-their-causative-role-in-deaths-after-vaccination/>).
2. See “‘Head-spinning’: FDA quietly grants full approval of Pfizer Comirnaty vaccine for adolescents” (<https://childrenshealthdefense.org/defender/fda-grants-full-approval-pfizer-comirnaty-vaccine-adolescents/>) and “Please don’t call this ‘science’: how FDA, CDC justified approval of Moderna’s Spikevax” (<https://childrenshealthdefense.org/defender/fda-cdc-approval-moderna-spikevax-vaccine/>).
3. See “Exclusive: Whistleblowers accuse military of using Pfizer ‘Comirnaty’ vaccine produced at facility not approved by FDA” (<https://childrenshealthdefense.org/defender/whistleblowers-coast-guard-military-pfizer-comirnaty-vaccine-fda/>).
4. <https://www.fda.gov/emergency-preparedness-and-response/coronavirus-disease-2019-covid-19/comirnaty-and-pfizer-biontech-covid-19-vaccine>
5. <https://www.fda.gov/emergency-preparedness-and-response/coronavirus-disease-2019-covid-19/spikevax-and-moderna-covid-19-vaccine>
6. <https://www.fda.gov/emergency-preparedness-and-response/coronavirus-disease-2019-covid-19/janssen-covid-19-vaccine>
7. See “FDA authorizes ‘traditional’ Novavax COVID vaccine, but critics question safety claims” (<https://childrenshealthdefense.org/defender/fda-authorize-traditional-novavax-covid-vaccine-safety-claims/>)

and “FDA authorizes Novavax COVID vaccine for adolescents” (<https://thehill.com/policy/healthcare/3609936-fda-authorizes-novavax-covid-vaccine-for-adolescents/>).

8. <https://www.fda.gov/news-events/press-announcements/coronavirus-covid-19-update-fda-limits-use-janssen-covid-19-vaccine-certain-individuals>
9. See “COVID-19 vaccine candidates show gene therapy is a viable strategy” (<https://asgct.org/research/news/november-2020/covid-19-moderna-nih-vaccine>) and October 2021 speech by Stefan Oelrich, head of Bayer’s Pharmaceutical Division, praising the Covid mRNA injections as setting a precedent for more “cell and gene therapies” (https://www.youtube.com/watch?v=IKBmVwuvoQc&ab_channel=RobertoMarmolani).
10. See “‘We made a big mistake’—COVID vaccine spike protein travels from injection site, can cause organ damage” (<https://childrenshealthdefense.org/defender/covid-vaccine-spike-protein-travels-from-injection-site-organ-damage/>).
11. See “Elementary, my dear Watson: why mRNA vaccines are a very bad idea” at Doctors for Covid Ethics (<https://doctors4covidethics.org/elementary-my-dear-watson-why-mrna-vaccines-are-a-very-bad-idea/>).
12. See “Expert report on the Johnson & Johnson COVID-19 vaccine” at Doctors for Covid Ethics (<https://doctors4covidethics.org/expert-report-on-the-johnson-johnson-covid-19-vaccine/>).
13. See “On COVID vaccines: why they cannot work, and irrefutable evidence of their causative role in deaths after vaccination” (<https://doctors4covidethics.org/on-covid-vaccines-why-they-cannot-work-and-irrefutable-evidence-of-their-causative-role-in-deaths-after-vaccination/>).
14. See “Federal law prohibits mandates of emergency use COVID vaccines, tests, masks—3 resources you can use to inform your school or employer” (<https://childrenshealthdefense.org/defender/resources-federal-law-prohibits-mandates-emergency-use-covid-vaccines-tests-masks/>).
15. See Protecting Individual Rights in the Era of COVID-19 (<https://childrenshealthdefense.org/ebook-sign-up/special-report-protecting-individual-rights-in-the-era-of-covid-19/>).
16. See “Congress exempt from Biden’s COVID-19 vaccine mandate” (<https://www.foxnews.com/politics/congress-exempt-biden-covid-19-vaccine-mandate>).
17. See “Court reinstates vaccine mandate for federal workers, but White House delays enforcement” (<https://childrenshealthdefense.org/defender/court-reinstates-vaccine-mandate-federal-workers-white-house-delays-enforcement/>) and “Court again blocks COVID vaccine mandate for federal workers” (<https://childrenshealthdefense.org/defender/biden-administration-federal-covid-vaccine-mandate/>).
18. See “Supreme Court strikes down OSHA mandate, says vaccine mandates for healthcare workers can proceed” (<https://childrenshealthdefense.org/defender/supreme-court-osha-vaccine-mandates-healthcare-workers-proceed/>).
19. See *The Military’s COVID-19 Vaccination Mandate* (<https://crsreports.congress.gov/product/pdf/IN/IN11764>).
20. See “Military’s COVID vaccine mandate violates the law—here’s why” (<https://childrenshealthdefense.org/defender/military-covid-vaccine-mandate-violates-law-pl/>).
21. See “Vaccine mandates at work part of ‘new normal,’ employers say + more” (<https://childrenshealthdefense.org/defender/bb-vaccine-mandates-work-new-normal-employers/>).
22. See “What laws exist to protect employees and adults from vaccine mandates?” (<https://www.nvic.org/faqs/employee-vaccine-mandates.aspx>).

23. See, for example, “Air Force denies over 3,200 religious exemption appeals for COVID vaccine” (<https://www.newsweek.com/air-force-denies-over-3200-religious-exemption-appeals-covid-vaccine-1677377>) and “Supreme Court to consider granting emergency relief to NYC teachers denied religious accommodation from vaccine mandate” (<https://childrenshealthdefense.org/defender/supreme-court-emergency-relief-nyc-teachers-vaccine-mandate/>).
24. See “Jackson Lewis class action trends report 2022: COVID-19 vaccine mandate litigation” (<https://www.natlawreview.com/article/jackson-lewis-class-action-trends-report-2022-covid-19-vaccine-mandate-litigation>).
25. See “Healthcare workers subjected to vaccine mandate will get \$10M in legal settlement” (<https://www.washingtonexaminer.com/restoring-america/fairness-justice/healthcare-workers-subjected-to-vaccine-mandate-will-get-10m-in-legal-settlement>).
26. See “Two lawsuits challenge NYC’s COVID vaccine mandates as 4,000 municipal workers, 700 educators face termination” (<https://childrenshealthdefense.org/defender/lawsuits-nyc-covid-vaccine-mandate-workers-educators-termination/>) and “New York City pauses COVID vaccine mandate for NYPD after judge allows depositions in lawsuit” (<https://childrenshealthdefense.org/defender/new-york-city-covid-vaccine-mandate-nypd-lawsuit/>). See also “Here’s who is being sued over COVID vaccination mandates (so far)” (<https://www.lamag.com/citythinkblog/heres-who-is-being-sued-over-covid-vaccination-mandates/>) and “Health care workers sue Mills and state, seeking to reverse vaccine mandate” (<https://www.pressherald.com/2021/08/25/florida-group-sues-mills-state-to-reverse-healthcare-worker-vaccine-mandate/>).
27. See “Prominent teachers union president backs vaccine mandate for educators” (<https://www.washingtonexaminer.com/news/teachers-union-vaccine-mandate-american-federation>) and “Teachers suing Lamont over COVID, vaccine mandates speak out” (<https://www.fox61.com/article/news/local/plaintiffs-sue-connecticut-governor-lamont-covid-mandates/520-7b5aa9e4-3711-4e54-b1b3-8b3e00665253>).
28. <https://www.usfreedomflyers.org/>
29. See “18 major airlines, FAA and DOT could face lawsuits over COVID vaccine mandates” (<https://childrenshealthdefense.org/defender/airlines-lawsuits-covid-vaccine-mandates/>). See also, “Exclusive: Pilots injured by COVID vaccines speak out: ‘I will probably never fly again’” (<https://childrenshealthdefense.org/defender/pilots-injured-covid-vaccines-speak/>).
30. See “Take that shot and shove it! Some states continue to push vaccine exemptions” (<https://www.littler.com/publication-press/publication/take-shot-and-shove-it-some-states-continue-push-vaccine-exemptions>).
31. See “Del Bigtree interviews 3 medical professionals incapacitated by Covid injections” (<https://www.bitchute.com/video/A4d8FB2cIBTc/>).
32. See “OSHA changes rule that covers up vaccine injuries, prevents workers’ compensation claims” (<https://childrenshealthdefense.org/defender/kim-iversen-osha-covid-vaccine-injuries-workers-compensation/>).
33. See “Woman who nearly died after J&J vaccine stuck with \$1 million medical bill, says government should pay” (<https://childrenshealthdefense.org/defender/woman-nearly-died-johnson-johnson-vaccine-million-dollar-medical-bill/>) and “Woman with ‘life-altering’ injuries after COVID vaccine teams up with U.S. senators to demand answers” (<https://childrenshealthdefense.org/defender/brianne-dressen-injuries-astrazeneca-covid-vaccine-senators-demand-answer/>).
34. See *The PREP Act and COVID-19: Limiting Liability for Medical Countermeasures*, Congressional Research Service, LSB10443, updated Jan. 13, <https://crsreports.congress.gov/product/pdf/LSB/LSB10443>

35. See “Thailand paid \$45 million in COVID vaccine injury claims, while U.S. has paid \$0” (<https://childrenshealthdefense.org/defender/thailand-paid-45-million-covid-vaccine-injury-claims-us-zero/>). See also, “Injured by a COVID vaccine? Want financial compensation? Too bad, says injury compensation law firm” (<https://childrenshealthdefense.org/defender/covid-vaccine-injury-no-compensation-program/>) and “Covid-19: Is the US compensation scheme for vaccine injuries fit for purpose?” (<https://www.bmj.com/content/377/bmj.0919>).
36. <https://www.hrsa.gov/vaccine-compensation>
37. See “Big pharma desperate to get COVID shots on childhood schedule before ‘emergency’ ends” (<https://childrenshealthdefense.org/defender/big-pharma-covid-vaccine-child-immunization-schedule-cola/>).
38. See “Avoiding material omissions under the federal securities laws (Portfolio 5509)” (<https://pro.bloombergtax.com/portfolio/avoiding-material-omissions-federal-securities-laws-5509/>).
39. See “Workers could sue over vaccine mandates under Missouri bill” (<https://www.kait8.com/2022/04/21/workers-could-sue-over-vaccine-mandates-under-missouri-bill/?outputType=amp>).
40. See “‘Sue your doctor’ – They’ve violated their oath and failed to give informed consent” (<https://rumble.com/v190vr7-sue-your-doctor-theyve-violated-their-oath-and-failed-to-give-informed-cons.html>).

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Form for Employers Requiring Emergency Use Authorization Covid-19 Injections

1. Although the U.S. Food and Drug Administration (FDA) issued formal approval for the Pfizer Comirnaty and Moderna Spikevax Covid-19 vaccines, FDA-licensed versions manufactured in FDA-authorized facilities are not available in the United States.¹ Are you aware that the Covid-19 formulations being given to Americans are **emergency use authorization (EUA) injections**, not licensed vaccines?

2. The FDA's guidance on EUA medical products requires the FDA to "ensure that recipients are informed to the extent practicable given the applicable circumstances...[t]hat they have **the option to accept or refuse the EUA product...**"² With respect to the emergency use of an unapproved product, the Federal Food, Drug and Cosmetic Act, Title 21 U.S.C. 360bbb-3(e)(1)(A)(ii)(I-III) reiterates that individuals be informed of "the option to accept or refuse administration of the product, [and] of the consequences, if any, of refusing administration of the product, and of the alternatives to the product that are available and of their benefits and risks."³ Have you informed all employees that they have the option to refuse?

3. EUA products are, by definition, experimental. Under the Nuremberg Code—the foundation of ethical medicine—no one may be coerced to participate in a medical experiment. The individual's consent is absolutely essential. **No court has ever upheld a mandate for an EUA vaccine.** In *Doe #1 v. Rumsfeld*, 297 F. Supp. 2d 119 (2003),⁴ a federal court held that the U.S. military could not mandate EUA vaccines for soldiers: "[T]he United States cannot demand that members of the armed forces also serve as guinea pigs for experimental drugs." Are you aware of these ethical and legal precedents?

4. The United States Code of Federal Regulations⁵ and the FDA require the informed consent of human subjects for medical research. Again, the EUA Covid-19 injections are unlicensed vaccines that are experimental. It is unlawful to conduct medical research on a human being, even in the event of an emergency, unless steps are taken to secure the **full informed consent** of all participants. Are you aware of this?

5. According to Federal Trade Commission (FTC) Guidelines and the FTC's "Truth In Advertising,"⁶ promotional materials—and especially materials involving health-related products—cannot mislead consumers, omit important information, or express claims. All of this falls under the rubric of "**deceptive advertising**" (whereby a company is providing or endorsing a product), whether presented in an ad, on a website, through email, on a poster, or in the mail. For example, statements such as "all employees are required to get the Covid-19 vaccine to make the workspace safe" or "it's safe and effective" are misleading and omit critical information—including the facts that the Covid-19 injections available in the U.S. are unapproved EUA vaccines; that fully vaccinated persons can still develop Covid; and that harms (including death) are occurring on a widespread scale.⁷ Are you aware of your obligation to provide employees with accurate and complete information?

6. The FDA requires that EUA vaccine recipients be provided with fact sheets containing "certain **vaccine-specific EUA information** to help make an informed decision about vaccination."⁸ The manufacturer-developed EUA fact sheets, specific to each Covid-19 injection (Pfizer, Moderna, J&J, Novavax), must provide up-to-date information on the injections and their ingredients; vaccine recipients must also receive current and complete information about adverse events. Have you read, understood, and provided me (and all other employees) with these fact sheets and current and complete information on adverse events—and can you furnish a list of vaccine ingredients guaranteed to be complete—so that I/we can make an educated decision?

7. Do the directors of this company have a **medical license** to advise employees to take an experimental EUA injection?

8. Vaccines ordinarily take 10 or more years to develop, but FDA granted EUA status to the Covid-19 injections in under a year. A current lawsuit alleges **fraud** in Pfizer's rushed clinical trial as well as numerous issues with data integrity.⁹ Have you examined the four manufacturers' clinical trial data? How did you determine that the vaccines are safe for ALL employees (without exception)?

9. As reported to the Vaccine Adverse Event Reporting System (VAERS)¹⁰ and in a nationally representative survey conducted in late 2021,¹¹ **material adverse events** experienced by people who have received EUA Covid-19 injections include death—conclusively established through autopsy findings¹²—with the national survey conservatively estimating between 264,000 and 308,000 post-vaccination deaths as of December 2021. Other adverse events include anaphylaxis, blood clots and related complications, leaky blood vessels and related complications, heart problems (including myocarditis, pericarditis, and heart attacks), neurological disorders, autoimmune disorders, cancer, other chronic and inflammatory conditions, blindness and deafness, infertility, fetal damage, miscarriage, and stillbirth.¹³ Have you reviewed the data on material adverse events?

10. If I agree to receive an EUA Covid-19 vaccine, does my **employee health insurance plan** provide complete coverage should I experience an adverse event, including all diseases and complications related to immunosuppression from taking this vaccine, or even death?

11. As an employee, does my **life insurance policy** provide any coverage in the event that I die from receiving an EUA Covid-19 injection?

12. As an employee, will you be providing **Workers' Compensation, disability insurance, or other resources** if I have an adverse reaction to an EUA Covid-19 injection and am unable to come to work for days, weeks, or months, or if I am disabled for life?

13. Whereas pharmaceutical companies that manufacture EUA vaccines have been protected from liability related to injuries or deaths caused by experimental agents since the Public Readiness and Emergency Preparedness (PREP) Act¹⁴ was enacted in 2005, **companies and all other institutions or individuals who mandate experimental vaccines on any human being are not protected from liability**. Are you aware that you do not enjoy such liability protection?

14. Some states, such as Tennessee and Montana, have banned private companies from requiring Covid-19 injections as a condition of employment, and several other states have imposed restrictions on mandates.¹⁵ Are you aware that numerous **employee lawsuits**—including in the aviation, education, health care, and military sectors—have been filed against employers mandating Covid-19 injections?¹⁶

15. Currently, numerous state bills are pending that either prevent employers from mandating Covid-19 injections or make it easier to sue an employer who accepts an employer-mandated shot as a condition of employment.¹⁷ Are you aware that employees could file a **civil suit** against you should they suffer an adverse event, death, or termination from their place of employment?

16. Since the Covid “lockdowns” began over two years ago, there have been nearly 900 reported breaches of unsecured protected health information (PHI), incidents under investigation by the Office for Civil Rights (OCR). These breaches exposed millions of people’s personal health information. Although many of these incidents were attributed to hacking, some of the breaches to PHI fell directly under the 1996 Health Insurance Portability and Accountability Act (HIPAA), such as sharing a patient’s or person’s information with an unauthorized individual or incorrectly handling PHI.¹⁸ Can you please explain your **obligations to me, under HIPAA law**, with respect to your requirement that I receive a Covid-19 injection?

17. Employees around the world have raised important questions about **employer conflicts of interest**.¹⁹ Do the leaders of this organization/company have any conflicts of interest, in respect to pecuniary or other interests (such as board memberships) in any of the companies making Covid-19 injections (that is, Pfizer, Moderna, J&J, or Novavax)? This includes securities holdings in personal and retirement accounts as well as securities in corporate investment accounts and managed pension funds.

18. Do the executives and/or board members of this organization/company maintain **undisclosed individual contracts** whose terms and conditions supersede their obligations to company shareholders and employees?

19. To your knowledge, have the executives and/or board members of this organization/company been subject to **pressure** or coercive practices related to their relationship with the federal government, including government purchases and contracts?

20. Are the executives and/or board members acting in the best interests of this organization/company, including its workers, or are they jointly or severally acting in the best interests of shareholders or other **influential groups** and their investments in pharmaceutical companies?

As the legally authorized officer of the employer/company, I have read all of the above information, have provided my employees with all of the information that the FDA requires be provided to recipients of the Covid-19 injections, and do hereby agree to assume **100% financial responsibility** for covering any and all expenses from adverse events, including death, through insurance coverage or directly. In addition, I affirm that the employee will not be subjected to the loss of their job should they decline to receive a Covid-19 injection.

_____ Authorized officer of company requiring injection	_____ Company	_____ Date
_____ Employee	_____ Company	_____ Date
_____ Witness	_____ Company	_____ Date

■ Footnotes to the Form

1. See “Please don’t call this ‘science’: how FDA, CDC justified approval of Moderna’s Spikevax” (<https://childrenshealthdefense.org/defender/fda-cdc-approval-moderna-spikevax-vaccine/>).
2. U.S. Department of Health and Human Services. Emergency Use Authorization of Medical Products and Related Authorities: Guidance for Industry and Other Stakeholders. January 2017. <https://www.fda.gov/media/97321/download>
3. 21 U.S. Code § 360bbb-3 – Authorization for medical products for use in emergencies. <https://www.law.cornell.edu/uscode/text/21/360bbb-3>
4. Doe #1 v. Rumsfeld, 297 F. Supp. 2D 119 (2003) (<https://www.courtlistener.com/opinion/2326816/doe-v-rumsfeld/>). See also “Military’s COVID vaccine mandate violates the law—here’s why” (<https://childrenshealthdefense.org/defender/military-covid-vaccine-mandate-violates-law-pl/>), which notes that the U.S. Department of Defense (DOD) “by law cannot mandate a medical product unless it’s fully licensed, and there are no fully licensed COVID-19 vaccines available in the U.S.” Roughly two dozen lawsuits are currently challenging the military’s mandate.
5. https://www.govregs.com/regulations/expand/title21_chapterI_part50_subpartB_section50.24#regulation_2
6. Federal Trade Commission. Advertising FAQ’s: A Guide for Small Business (<https://www.ftc.gov/tips-advice/business-center/guidance/advertising-faqs-guide-small-business>) and Federal Trade Commission. Truth in Advertising. (<https://www.ftc.gov/news-events/media-resources/truth-advertising>).
7. See, for example, “2,222 fully vaccinated Massachusetts residents have died of COVID-19” (<https://www.ibtimes.com/2222-fully-vaccinated-massachusetts-residents-have-died-covid-19-3403439>) and “29,162 reports of deaths after COVID vaccines, as FDA tells vaccine makers to make new boosters targeting Omicron” (<https://childrenshealthdefense.org/defender/covid-vaccine-injuries-vaers-boosters-omicron/>).
8. See “COVID-19 Vaccine Emergency Use Authorization (EUA) Fact Sheets for Recipients and Caregivers” (<https://www.cdc.gov/vaccines/covid-19/eua/index.html>).
9. See “Pfizer Phase 3 clinical trial fraud allegations that should be immediately investigated by the FDA” (<https://stevekirsch.substack.com/p/pfizer-phase-3-clinical-trial-fraud>) and “Pfizer vaccine clinical trials poorly designed from the start, analysis shows” (<https://childrenshealthdefense.org/defender/pfizer-vaccine-clinical-trials-poorly-designed/>).
10. <https://www.medalerts.org/vaersdb/findfield.php?TABLE=ON&GROUP1=CAT&EVENTS=ON&VAX=COVID19>
11. See “How many people died from the Covid-19 inoculations? An estimate based on a survey of the United States population” (<https://mark-skidmore.com/wp-content/uploads/2022/02/Survey-of-Covid-Health-Experiences-Working.pdf>).
12. See “On COVID vaccines: why they cannot work, and irrefutable evidence of their causative role in deaths after vaccination” (<https://doctors4covidethics.org/on-covid-vaccines-why-they-cannot-work-and-irrefutable-evidence-of-their-causative-role-in-deaths-after-vaccination/>).
13. See numerous publications listed at Doctors for Covid Ethics (<https://doctors4covidethics.org/publications/>). See also, “Dr. Ryan Cole: COVID-19 vaccines causing an alarming uptick in cancers” (<https://rumble.com/vwvq3m-dr-ryan-cole-covid-19-vaccines-causing-an-alarming-uptick-in-cancers.html>); “‘We made a big mistake’—COVID vaccine spike protein travels from injection site, can cause organ damage”

(<https://childrenshealthdefense.org/defender/covid-vaccine-spike-protein-travels-from-injection-site-organ-damage/>); and “What Pfizer, J&J COVID vaccine animal trials reveal about shots’ potential impact on major organs” (<https://childrenshealthdefense.org/defender/pfizer-jj-covid-vaccine-animal-trials-reveal-shots-potential-impact-major-organs/>).

14. See “The PREP Act and COVID-19, Part 1: Statutory Authority to Limit Liability for Medical Countermeasures,” updated April 13, 2022 (<https://crsreports.congress.gov/product/pdf/LSB/LSB10443>).
15. See “Take that shot and shove it! Some states continue to push vaccine exemptions” (<https://www.littler.com/publication-press/publication/take-shot-and-shove-it-some-states-continue-push-vaccine-exemptions>).
16. See “Two lawsuits challenge NYC’s COVID vaccine mandates as 4,000 municipal workers, 700 educators face termination” (<https://childrenshealthdefense.org/defender/lawsuits-nyc-covid-vaccine-mandate-workers-educators-termination/>); “New York City pauses COVID vaccine mandate for NYPD after judge allows depositions in lawsuit” (<https://childrenshealthdefense.org/defender/new-york-city-covid-vaccine-mandate-nypd-lawsuit/>); “Exclusive: Pilots injured by COVID vaccines speak out: ‘I will probably never fly again’” (<https://childrenshealthdefense.org/defender/pilots-injured-covid-vaccines-speak/>); “Health care workers sue Mills and state, seeking to reverse vaccine mandate” (<https://www.pressherald.com/2021/08/25/florida-group-sues-mills-state-to-reverse-healthcare-worker-vaccine-mandate/>).
17. See “50-state update on legislation pertaining to employer-mandated vaccinations” (<https://www.huschblackwell.com/newsandinsights/50-state-update-on-pending-legislation-pertaining-to-employer-mandated-vaccinations>); “Workers could sue over vaccine mandates under Missouri bill” (<https://www.kait8.com/2022/04/21/workers-could-sue-over-vaccine-mandates-under-missouri-bill/?outputType=amp>); and “18 major airlines, FAA and DOT could face lawsuits over COVID vaccine mandates” (<https://childrenshealthdefense.org/defender/airlines-lawsuits-covid-vaccine-mandates/>).
18. See “Cases currently under investigation” (https://ocrportal.hhs.gov/ocr/breach/breach_report.jsf;jsessionid=618E88DD94EE65D46D5785CB2A643553) and “December 2021 healthcare data breach report” (<https://www.hipaajournal.com/december-2021-healthcare-data-breach-report/>).
19. See “Open Letter to Coles Group Limited: Vax Mandate for Employees,” available at <https://home.solari.com/open-letter-to-coles-group-limited-vax-mandate-for-employees/>