

Navigating Employer Vax Requests/Mandates – **NOT LEGAL ADVICE**

1. Look at every option that keeps you from taking these vaccines. If you can work from home, change employment or retire, seriously consider the feasibility of those avenues.
2. Do **NOTHING** until you are approached directly. Stay under the radar until you are actively engaged on this issue.
3. In the meantime, you **MUST** connect with others of like mind for both physical and emotional support. It will be harder to take out a group but much easier to pick off an individual.
4. Understand your union's position. Find this out immediately. If, (like Toronto Police), there has been an open statement from the union that refutes mandatory vaccines, then enlist their support. If you know that your union is towing the government line, again - stay quiet.
5. If you are forced into responding, take a non-combative position. The aim is to buy yourself as much time as possible. You are not per se refusing the vaccine. You are looking for **INFORMED CONSENT** before making any decision. You want to frame your response in terms of a line of enquiry. Here are a few of the many questions you should ask.
 - a. Ask for the risk/benefit analysis of each vaccine;
 - b. How this might impact you personally as it relates to the status of your individual health (*remember, only your personal physician and specialists can do this in consultation **WITH** you*).
 - c. What happens if you take the vaccine(s) and there are adverse effects?
 - d. How does this then affect you as regards a second shot?
 - e. Are boosters an expectation now (*how many, how often, what types*)?
 - f. What, if for any reason you are deemed unable to take the vaccine by your healthcare provider,
 - i. are alternatives in your workplace – for testing,
 - ii. other roles you may be able to perform etc.
 - iii. treatments (prophylactics) etc.
 - g. *Also ask for the business/organization's risk assessment **NOT JUST A LINK TO AHS OR the WHO etc.***
6. If the employer persists and you are backed into an untenable position, take holidays/go sick or a combination. Stress and anxiety are valid reasons to go sick.
7. Remember, you are not being forced to take a vaccine. You may be forced to choose but you are not being held down and injected. If you choose to take the vaccine, no matter the coercion or incentivization, your employer will always argue a level of contributory negligence on your part if something goes wrong.
8. This is **YOUR LIFE** that is on the line. You may well have to make extraordinary sacrifices if you truly want to protect yourself and those you love.

We are doing everything in our power to address this and other overreaching mandates with our request for **FULL DISCLOSURE** that is being taken very seriously by the courts. It is incumbent on **EVERY INDIVIDUAL** to empower themselves through connections and coming to events like those we hold at the Alberta Legislature every Sat 1pm to find the courage and support you will need to survive the coming storm.