

# Mandatory Workplace COVID Vaccines: *You Have Options!*

**OREGONIANS**  
for  
**MEDICAL  
FREEDOM**

Here is a blueprint created by Oregonian's for Medical Freedom (OFMF) to help employees begin the process of fighting back against vaccination mandates at their place of work. Not everything listed will apply to all situations. This is for educational purposes and is not to be considered legal advice. If you have legal questions regarding your particular situation, contact an attorney. Please use the following information as you see fit.

## Mandated? Now What?

Your employer has mandated the vaccine and you are not wanting to participate. What should you do?

## Rally Your Troops

Find other like minded people within your workplace. Set a time to meet with them.

## Make a Plan

When you meet with your team of other employees who are not vaccinated or do not agree with mandates, discuss what you are willing to do, connections you have, ideas to gather more like-minded employees, and potential action items.

## Get Your Union Involved

Contact union reps if you are a union member and demand that they help stand up for you and your right to choose. Get as many within your company to do the same. If they do not back your right to informed choice, see the "Legal Aid" section below.

## Meet, Discuss, Plan, Repeat

Set up another meeting with your team to decide on next steps. Discuss if there has been any changes/headway with supervisors or unions. Discuss protests or rallies. Discuss connecting with outside people and organizations (such as Oregonians For Medical Freedom) who might be able to help.

**Legal Resources:** Attorneys Robert Barnes ([barneslaw@barneslawllp.com](mailto:barneslaw@barneslawllp.com)) and Ray Hacke ([covidresource@pji.org](mailto:covidresource@pji.org)) are outspoken about fighting mandates within the workplace. We are currently speaking with Children's Health Defense, America's Frontline Doctors, Employees for Informed Consent and the Highwire to try and gain more legal aid for those fighting mandates. If you are an attorney that would like to be added to this flier, please contact OFMF ([info@oregoniansformedicalfreedom.com](mailto:info@oregoniansformedicalfreedom.com)).

## File Your Exemption

File a religious, medical, or philosophical exemption with human resources (HR). Regardless of the governor's new rules, all three are available in the state of Oregon (religious and medical exemptions are protected by federal law).

Here is a link to our flier discussing exemptions in Oregon.  
<https://www.oregoniansformedicalfreedom.com/wp-content/uploads/2021/03/Mandating-c19-vax-workplace-v1.pdf>

## Legal Aid

Discuss finding legal aid should you be terminated or placed on unpaid leave due to vaccination status.

If your union is not backing your choice to take the vaccine and/or HR has denied your exemption, gain legal aid to invalidate the current mandates.

If your exemption is denied, consider filing a complaint with the Equal Employment Opportunity Commission (EEOC) on the basis of religious, age, or other protected characteristic discrimination.

Suing for wrongful termination is also an option but less likely to succeed if the mandate has not been invalidated first.

## Fundraising

Obtaining a lawyer is expensive. Seeking an injunction (a court order temporarily voiding your company's vaccine mandate until it can be heard in court) can cost between \$10,000 and 20,000 in a few weeks. It has been estimated that a lawsuit of this kind can cost upwards of \$50,000. This makes finding as many employees as possible extremely important to help share the cost. Setting up accounts for others to donate is also an option.

**Oregonians for Medical Freedom** values everyone's ability to decide which medical procedures are necessary for their unique situation. Each person is an individual and one size fits all mandates are in no one's best interest. We will continue to fight for bodily autonomy and health choice.

*Disclaimer. This document is not intended to provide legal advice but to offer broad and general information about the law. Always consult with an attorney to obtain specific legal advice.*