

**STRICTLY PRIVATE AND CONFIDENTIAL**

December 1, 2021

**Human Resources Department**  
**[Company Name]**  
[Company Address]

Attention: **[name]**  
[position]

Dear [name],

I am writing with regard to the National COVID-19 Immunization Program, which is being implemented by the government through IATF Resolution No. 148-B, series of 2021, and is scheduled to take effect on December 1, 2021. I understand that we are all anxious to resume a normal way of life, and I do not wish to ever violate the rules of the government; neither do I want to our Company to do so either.

However, with all due respect to the Company, I must make of record my objection to the IATF Resolution and its implementation. The IATF Resolution effectively mandates the vaccination of employees, and so, is not only illegal and unconstitutional; it is immoral and violative of fundamental human rights.

- The IATF Resolution goes against international human rights law and the Philippine Constitution, which provide that every human being has the inherent right to life, liberty and property.
- All the covid-19 vaccines currently being administered by the Philippine government are still experimental in nature, and international human rights law provides that no one shall be subjected to medical or scientific experimentation without his/her free consent.
- There are no long-term safety studies that confirm the safety of the vaccines. Notably, based on official WHO statistics, the covid-19 vaccines have generated approximately 2.5 million reports of adverse drug reactions (“ADRs”) worldwide within this past year, which is already more than the cumulative ADRs reported for 22 other vaccines and drugs (e.g., measles vaccine, polio vaccine, penicillin, etc.) that have been in existence for at least 30 years. (*See attached WHO statistics.*)
- In the Philippines, the Philippine Food and Drug Authority (“FDA”) has documented at least 74,955 case reports of 163,935 suspected adverse reactions to the covid-19 vaccines. A number of these adverse reactions are serious, debilitating, and life-threatening: such as, inflammation of the heart (myocarditis, pericarditis), capillary leak syndrome, Guillain-Barre syndrome, Bell’s palsy, and even death. (*See attached FDA report.*)

- Republic Act No. 11525 states that all those who are involved in the covid-19 vaccination program – from vaccine manufacturers to public officials – are ***immune from liability***. Thus, the covid-19 vaccines are effectively being mandated on all, and yet, no one can be held responsible in cases of injury or death resulting from those vaccines.

I personally know of people who have either died or whose health seriously deteriorated after receiving a covid-19 vaccine, and I do not want to suffer the same fate as they did. It is for this reason, and the other reasons stated above, that I do not want to subject myself to covid-19 vaccination.

Fortunately for all of us, more than 97% of people who are infected with covid-19 survive. Based on the DOH official statistics as of November 25, 2021, the covid-19 mortality rate is only 1.69%. (*See attached DOH COVID-19 Philippine Situationer.*) Covid-19 deaths are predominantly due to age, co-morbidities, or ineffective treatment protocols. With proper prevention and early treatment, covid-19 infections can be safely managed and treated at home without need for hospitalization or expensive medication.

It is noted that the IATF Resolution seemingly provides an alternative to taking the vaccine, which is regular testing at the expense of the employee. Unfortunately, this too is unfeasible and legally infirm. It fails to provide equal protection to all, as it discriminates between the vaccinated and unvaccinated without any legal or scientific basis. As recent cases have shown, even fully vaccinated people can be infected with, and can transmit, the virus. Thus, there is no reason to test only unvaccinated persons. The only possible reason why unvaccinated persons are being singled out in the IATF Resolution is to put pressure on them to take the vaccine, which, as discussed above, cannot and should not be done.

I acknowledge that the Company has tried to be reasonable when it comes to the implementation of the IATF Resolution, and for this, I am grateful. Unfortunately, I feel that it would be very difficult to implement the IATF Resolution, which is (as discussed above) invalid and unreasonable.

- Firstly, aside from the issuance of the IATF Resolution itself, there has been no significant change in the situation that would require the Company to implement the mandate.
- While I have not taken any vaccine, I take extra effort to protect myself from falling ill. I do not want to get sick, and neither do I want to cause others to get sick. Thus, I do my best to have a healthy lifestyle and take steps to boost my natural immune system.
- For the past 21 months, I have reported for work on-site (whenever it has been allowed) without any issue. Throughout this time, I have not contracted covid-19 from anyone within (or even outside) the Company. And neither have I transmitted it to anyone within the Company. I have been physically fit enough to report for work on-site since last year all the way up to November 30 without need to take any vaccine or test. I do not see any valid, scientific reason why I am suddenly no longer fit to report for work on-site without a vaccine or test starting December 1.

- I comply with the Company’s measures to detect the possible presence of the virus within the Company, including the honest and faithful submission of the required Daily Health Declaration (“DHD”). In this regard, should any of my answers in the DHD require me to take a covid-19 test, then that would be the time for me to do so.
- It appears that I belong to a very, very small minority of employees who are unvaccinated. This would mean that the Company can actually conclude that, as a community, it has already reached “herd immunity”. The Company should thus be confident that all of its employees are sufficiently protected, and the very small number of unvaccinated employees pose no particular risk to the community. Unnecessary testing offers no added benefits to the community.

Please allow me to reiterate that this letter has been written with all due respect to the Company. This has not been done lightly nor frivolously; neither is it meant to be confrontational. Rest assured that I share our common goal of ensuring the health and safety of our community. Unfortunately, it is the IATF Resolution itself that causes useless and baseless division within the Company in the pursuit of that common goal.

Thank you for your kind attention to this letter. I am free to further discuss this matter with HRD, if needed.

Very truly yours,

**[name]**  
[position]