

1-19-21

To whom it may concern,

This is a letter submitted to my employer regarding my application being denied to have an exemption from the flu vaccination this winter. I was denied an exemption 2 times, as I appealed their decision. Following my third attempt at filing for an exemption (see letter below), based on having adequate personal protective equipment being worn from covid-19 precautions, I was granted the exemption but not indefinitely. I was scheduled to work on a Saturday and Sunday, December 12-13, and was told if I had not received the exemption, I would not be able to return to work. They informed me on Friday, December 11, 2020 that I would be able to continue to work. I continue to work at Altru Health System and feel that I should not be mandated to have any vaccination in my workplace that has possible risk of "serious injury or death."

Sincerely,

Erica Hanson

November 23, 2020

To whom it may concern,

This does not make any sense to me. In the command center update I received on Friday it states,

"The COVID-19 vaccine will not be mandatory for employees. We have educational resources available for employees to read covering how a vaccine is developed, approved and manufactured."

Why is the flu vaccine mandatory with no exception for my personal views but not the covid virus vaccine? I don't understand why I can't have a reasonable accommodation made for me to still do my job. Why can't I have a reasonable accommodation, like the accommodation of wearing a facemask, while working with patients? If this is a method of preventing transmission of viruses, why can I utilize this method to prevent the spread of flu instead of getting a vaccination?

I ask Altru Health System to again reconsider their decision and make a reasonable accommodation to allow me to continue to work for this healthcare system.

Sincerely,

Erica Hanson

November 20 Denial letter

Erica:

I just wanted to inform you that after review of your flu shot exempt request by the review board, your exempt from the flu shot was not approved.

xxxx

This was my 2nd appeal letter

November 2, 2020

To whom it may concern,

I received notification that Altru health System has denied my request for an exemption from the flu shot this year. This email is an appeal to your decision. In Altru's email it states, "A determination has been made that those articles do not present evidence strong enough to make a change in policy. Your exemption has been denied at this time." I did not request a change in Altru's flu shot policy, I asked for a personal exemption from the flu shot. I should have a right to decide what I put in my body. In the list of side effects on the flu vaccination information sheet (VIS) from the CDC it states, "As with any medicine, there is a very remote chance of a vaccine causing a severe allergic reaction, other serious injury, or death." I have a right to decide if I accept the "very remote chance of death." I have a right to decide if I accept "Other serious injury" to my body. There are so many unknowns in the corona virus world we are in today that have me greatly concerned for what I choose to put in my body. I have attached additional research to provide additional evidence why I should be allowed to have an exemption from the flu vaccination.

(1) JAMA found 106,000 deaths in the US related to adverse effects of medication and it is likely that many others were not reported accurately as stated by my personal beliefs with medical error in the next link below: https://www.jhsph.edu/research/centers-and-institutes/johns-hopkins-primary-care-policy-center/Publications_PDFs/A154.pdf

(2) Medical error-the third leading cause of death in the US. If a person develops a life-threatening side effect from a vaccination would it get reported as such? I have personal testimony to one of my children having a severe allergic reaction to vaccinations and

yet Altru Health systems doctors stated to me and my husband, "There is no way to know for certain this is a result of his vaccination." Again, the VIS states, "Remote chance...death." : <https://www.bmj.com/content/353/bmj.i2139>

(3) "Seasonal influenza vaccines provide limited protection against divergent influenza strains. Therefore, the development of a universal influenza vaccine is a top priority for the NIH." <https://pubmed.ncbi.nlm.nih.gov/33092070/>

(4) <https://www.cdc.gov/flu/vaccines-work/effectiveness-studies.htm> 9-60% flu vaccination efficacy "yet I should assume remote risk of death"

(5)"forms of immunity may lessen disease severity but are insufficient to prevent epidemic spread " <https://onlinelibrary.wiley.com/doi/abs/10.1111/j.1600-065X.2010.00974.x?fbclid=IwAR02J76-7RhsXhRSu6Uk7miCTqOiCjNXI9xZ8Cir96QtmB6sp50CJZByyMQ>

(6) What price is my health being bought for? I previously provided an article about money controlling decision making that may affect my health. Here is another article to support my concerns. "\$4 billion global influenza vaccine market" <https://www.genengnews.com/topics/translational-medicine/novartis-selling-flu-vaccine-business-to-csl-for-275m/#:~:text=Novartis%20is%20selling%20its%20influenza,set%20to%20close%20next%20year.>

<https://www.cnn.com/2015/10/19/the-16-billion-business-of-flu.html>

I should question if WHO is making decisions in my best interest when the 2 greatest financial contributors are Warren Buffet and Bill

Gates. <https://www.politico.eu/article/bill-gates-who-most-powerful-doctor/>

(7)This article found a "Positive association between COVID-19 deaths and influenza vaccination rates in elderly people worldwide." While there are other research articles that state the opposite, it should cause all of us to question if we actually know how COVID-19 and the flu shot are working together. If I have concerns with having a flu shot possibly causing or correlating to decrease tolerance to COVID-19 why would I get the flu shot this year? <https://peerj.com/articles/10112/>

(8)Throughout the history of vaccines, there have been ingredients in them that have been found to be harmful to our health. One of my own children has toxic levels of aluminum in his hair follicles that our medical doctor believes to have come from vaccinations. <https://www.fda.gov/vaccines-blood-biologics/safety-availability->

[biologics/thimerosal-and-vaccines?fbclid=IwAR3QsL9ZqDjPnGPeiN0s0hgVqE2pGq23w3lTgDRq9Zn8X0wy0EhDUlc3WvU](https://pubmed.ncbi.nlm.nih.gov/34411111/)

(9) Influenza vaccination was associated with an increased risk of developing influenza-like illnesses (ILI)- what does this look like with our current pandemic? I don't want to put something in my body that has even a small chance of making covid-19 worse than it may be. This article also addresses antiviral resistance. We have a virus running rampant in our world, is antiviral resistance something to be concerned with? This article also addresses the live virus risks (mist) to the population that does not vaccinate versus the use of harmful chemicals that are not even listed in the vaccination ingredients (more studies to follow regarding this statement). The influenza virus strains change and according to the CDC they determined that immunization with the 2003-2004 influenza vaccine offered negligible population protection. Again, I ask, "Should I assume a remote chance of death" for something that "offers negligible population protection" since we won't know until after the flu season is over is our vaccination was for the correct strain? <https://www.jpands.org/vol11no3/geier.pdf?fbclid=IwAR34zk-bfM2czYPE6Vts9X2uP3RaUtyyAc0GGyKdr4UMnuk8g1pafLmXfU>

(10) This is an article where ingredients in vaccinations were studied and what was not listed in the ingredient lists that was actually in the vaccinations. This study was published 3 years ago, if pharmaceutical companies were not disclosing their entire ingredient list 3 years ago, why would I trust them today? <https://medcraveonline.com/IJVV/IJVV-04-00072.pdf>

This is a list of ingredients in vaccines as of Feb 2020 per the CDC: <https://www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf>

(11) Vaccine insert states numerous reasons to question safety and efficacy with vaccine: <https://www.fda.gov/media/83072/download>

(12) This article states reduced effectiveness with recurrent vaccinations as well as more aerosol shedding compared to those that were unvaccinated. <https://www.pnas.org/content/115/5/1081>

(13) Flu shot may blunt effectiveness of vaccine through antibody interference. <http://www.cmaj.ca/content/187/6/E180>

(14) Facts about Vaccine injuries reported <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6500451/>

(15) This study found that only 1% of vaccine injuries are actually reported. https://drive.google.com/file/d/1pAyZOnPgcd0ZcrMwUi8cNcZovftFK_YN/view?fbclid=IwAR2QaRoD08bAZhNmlfxCi801oXSkytFy15RypospNTqRa3mARLZNFUK-8qw

(16) The national vaccine compensation injury link: Why is there an organization that even has to exist like this. If there is risk in vaccinations shouldn't I have a right to not take them? When my child had a huge side effect from having a vaccination, I signed a paper authorizing Altru to give him the vaccination so they would not be held accountable if something happened to him. Did I understand there was risk? Yes. Did I let him get the vaccination? Yes. On my shoulders as his parent. This year, I say NO to the flu vaccine as I fear the risk of complications from covid 19 as well as not trusting the ingredients fully being disclosed to me. Will a medical organization test the covid vaccine on me without my consent? If so, my Altru Employee health wouldn't protect me, help me because I signed a paper saying I assume the risk of injury. The vaccine compensation organization wouldn't help me either because I signed a paper saying I assume the risk of injury. Therefore, it is my right to request and be honored an exemption from the flu vaccination. <https://www.hrsa.gov/vaccine-compensation/index.html>.

(17) A few years ago, when I was pregnant with one of my children, I filed for an exemption from the flu shot as I had one but could not find the paperwork indicating I had it. Employee health stated that I had to get a second shot or would not be able to work until after delivery and therefore complying with Altru's policy. I elected to take a leave of absence in order to protect my baby with the unknown possibility of causing harm from having 2 shots. Again, Altru did not consider my or my babies best interest, only if I was following your policy. This article states there are reported cases of miscarriage that are connected to flu shots. [https://www.jeremyrhammond.com/2019/05/14/the-cdcs-criminal-recommendation-for-a-flu-shot-during-pregnancy/?utm_source=ActiveCampaign&utm_medium=email&utm_content=The%20Ignorance%20of%20Doctors%20\(Part%20II\)&utm_campaign=The%20Ignorance%20of%20Doctor](https://www.jeremyrhammond.com/2019/05/14/the-cdcs-criminal-recommendation-for-a-flu-shot-during-pregnancy/?utm_source=ActiveCampaign&utm_medium=email&utm_content=The%20Ignorance%20of%20Doctors%20(Part%20II)&utm_campaign=The%20Ignorance%20of%20Doctor)

(18) This article indicates there are many unknowns to vaccinations, again with the current state of health concerns I feel my concerns should be respected. <https://childrenshealthdefense.org/news/most-of-you-think-we-know-what-our-vaccines-are-doing-we-dont/?fbclid=IwAR1vKLaeIBqa07RTOcVv2IMT7BHTAnkcPfkFLD-hBxjJcGjtl6cYNU1PT2E>

(19) Sleep problems have began to occur in my life. Is this a result of hormonal changes or is the a possibility that it could be related to annual compliance with Altru's Influenza virus policy? These studies address my sleep concerns. <https://www.ncbi.nlm.nih.gov/pubmed/24485154> <https://n.neurology.org/content/80/14/1276>

(20) This article address concerns with increased risk of non-influenza respiratory viral infections associated with receipts of the inactivated influenza vaccine. So, we have covid-19 a non-influenza respiratory viral infection present in our society, shouldn't I be concerned? <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3404712/>

(21) Unvaccinated children are the healthiest according to this doctor and his research. If that applies to children, does that apply to adults as well? <https://thestaracademy.co.za/former-vaccine-bully-board-certified-pediatrician-now-claims-unvaccinated-children-are-healthiest/>

<https://www.youtube.com/watch?v=8RwoGibCKhc>

(22) Do health care organizations or insurance companies profit from vaccinations? Why push vaccinations? Does Altru get a kickback of some sort for their percentage of compliance to the influenza vaccination? "Systems of Care and Contracted Groups are eligible to receive an additional 10% of their Medicare Advantage base payment based on individual providers' performance. To receive this bonus, 50% of the providers affiliated to the SOCs or contracted groups must achieve an overall aggregated Star rating of 4.5 Stars or above for their Medicare Advantage performance. " Is Altru being bought by incentives? https://www.bcbsri.com/sites/default/files/portal_files/providers/2020-PCP-Quality-Incentive-Program-FINAL.pdf

<https://nursesagainstmandatoryvaccines.wordpress.com/2014/11/17/employee-vaccination-rates-are-tied-to-government-funding-and-reimbursement/>

(23) This article address antibiotic overuse. Many vaccinations have antibiotics in them (neomycin, kanamycin, polymyxin B, and gentamicin) further contributing to the antibiotic resistance problems we have in our society. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4378521/>

Here is the link from above from the CDC with vaccine ingredients that you can look up to verify my statement as well as the article

above: <https://www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf>

(24) Evidence for “consistent high-level protection is elusive,” the researchers concluded. Although vaccination was found to provide modest protection from infection in young healthy adults who rarely have complications of flu, the authors found that “evidence for protection in adults 65 years of age and older [who represent over 90% of deaths from flu] . . . is lacking.”

<https://www.bmj.com/content/345/bmj.e7856.full>

(25) Vaccines for preventing influenza in healthy

adults: <http://onlinelibrary.wiley.com/doi/10.1002/14651858.CD001269.pub4/epdf>

I fear that this will not change your decision. As stated previously, I have worked for Altru for 15 years, much of that time in a flex position. I value my position and feel I am of benefit to my fellow therapy team both at the hospital and rehab. I am dependable, reliable, and good at what I do. I bring fresh eyes and hands to the patients I serve and am therefore very valuable to all the patients that I have served over the 15 years I have worked here. I have seen people with illness work through physical impairments, family issues, addiction problems, etc. and be able to live a life they didn't know they could have again. I remember them and value their lives, their choices, their decisions, even when I don't agree. Isn't that what we are taught in our sensitivity training, we need to value each person's differences? I am different, I am unique, I have choices that should be respected. I have concern with the covid-19 pandemic and what risks I may have to endure from me having the influenza vaccination put into my body. If Altru Health System does not choose to respect my decision to have an exemption from the flu vaccination, you will have to terminate my position, as I don't feel I am doing anything wrong. I hope that through my research above and through your sensitivity training that you can find a way to respect my decision.

Sincerely,

Erica Hanson, PT
Physical Therapist