

## Step-by-Step Guide to Pushing Back on Illegal Employer Mandates

Dear FLTJ Friend:

Thank you for your submission, *and your patience*. As you know, we are currently living in unprecedented times that are changing every day, and we are doing our best to respond to each of you with the most up-to-date information and advice.

Before diving in, we want to make sure that you follow us on [Instagram](#) for up-to-date analyses and information, *and* that you have poured through the templates, videos, and step-by-step guides we provide on our [FLTJ RESOURCES](#) page. Our goal is to provide you with the information and tools to educate and advocate for yourselves and others in your community so you take down these illegal systems before initiating protracted, expensive, *stressful* formal legal action. **If you are unable to make progress using these resources and would like to pursue formal, legal action, please contact one of the attorneys listed in the ALLIES section of our RESOURCES page in the [ATTORNEY DIRECTORY](#), as we are unable to take on new lawsuits at this time.** In the following are suggestions on how you can fight back *and make change* on your own:

### HOW TO #RESIST

1. **Get with as many like-minded families / coworkers / humans who want to – kindly, respectfully – challenge the policies with you.**
  1. There is strength in numbers, confidence and courage.
  2. It will also show the offending entity how many people are truly opposed to the policy(ies) and ready not to comply.
  3. THE POWER TRULY IS YOURS! You need to tell people this and help them exercise and protect it.
  4. NOTE: THIS DOES NOT MEAN TALK TO UNV'D PEOPLE ONLY. There are thousands of vaccinated people who oppose mandates that dictate what medicine people have to take in order to work or go to school, and that condition making a living or getting an education on taking medicine.
2. **Hand-deliver and email a (1) Cease & Desist Letter and (2) Questionnaire located in the [TEMPLATES](#) section of our RESOURCE page to the President / CEO / Owner, manager / supervisor, HR Director, CV19 Task Force Director, etc.**
  1. C&D lists the laws and ways their Policy is violating them – and, thus, illegal – and all the ways they will be “liable” for damages resulting from its enforcement.
  2. Questionnaire identifies various “material,” or important, issues with their Policy. The point is to bring these to their attention so they question and walk back their Policy, and to open a dialogue to discuss, and potentially get rid of or at least tailor, the Policy to actually work without violating anyone’s rights.
  3. Please read and tailor the letter to your particular situation. These are merely suggestions and *guidance* and not formal, legal action taken on your part, and need to be utilized personally by you.

3. **If you do not receive an answer or all the information requested therein, it is our opinion that you do not need to comply with the Policy.** These are illegal! You cannot contract for illegal things (e.g. mandating EUA product), or that do not recognize mental or physical disabilities, medical or genetic conditions, religious, customs, or practices, or that violates local, state, and federal law!
  1. Remind them that you pointed out these issues in your Questionnaire and that you are open to discussing the Policy, but cannot agree to it until they provide you with all of the information requested.
4. **Do NOT sign anything.** People want you to surrender your rights while fearing for your job security, placement in school, access, benefits, etc.
  1. This is called duress and coercion and would invalidate any signatures, but do not put yourself behind the 8-ball when you have zero obligation to do so.
5. **Do NOT quit your job.** You will lose valuable rights, including benefits, unemployment benefits, and standing to sue for wrongful termination, if you do.
  1. REMEMBER: thanks to you there is no law (yet) that allows an employer to fire someone for refusing to participate in an illegal CV19 Policy!!!
    1. We temporarily stamped out AB1102, but we have to stay vigilant because Wicks, et al. have told us their goal is to get it – or something like it – on the books for good.
    2. File a complaint with OSHA and your state labor board if you feel you are being discriminated, harassed, or retaliated against.
      1. Note, this could make things worse, however, if you are fired after you file a complaint, it will be *presumed* by a court that the firing was retaliatory. *This is not a guarantee you will not get fired, but it is good strategy-wise.*
    3. If you do not need to keep your job or enrollment and you want to fight back, consult with a law firm to discuss your legal options (see below).

### **Initiate Formal Legal Action**

We are unable to take any new lawsuits at this time. Therefore, please reach out to one of the organizations listed in the [ATTORNEY DIRECTORY](#).

Again, thank you for your patience and *faith* in us during these turbulent times. We hope that this information and materials help you and your community fight back. If so, please, please, *please* share them, and also consider supporting us on our [CONTRIBUTE](#) page so that we can continue to fight and arm *you* with the strongest tools to #RESIST and #RISEUP with us in our fight for Our Children, Our Future, and Our Freedom.

In service,  
The FLTJ Team