

**Hutkowski, Hariah**

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**From:** Sally Horton <cowdown55@yahoo.com>  
**Sent:** Friday, November 08, 2013 1:53 PM  
**To:** Rep.Thiesfeldt  
**Subject:** Vaccine opt out

Thank you so much for sponsoring this bill. I am a nurse who just got a forced flu vaccine last Friday. My employer went to forced vaccines 2 years ago. I was at least able to hold out for a mercury free one. I work in a nursing home where they also vaccinate all the residents. They say we must get the vaccine to protect the residents. When I pointed out that the residents were ALREADY protected by THEIR vaccine, so we shouldn't NEED to be vaccinated as well, I was told that the immune systems of the elderly don't completely react to the vaccine. The problem with that is that I myself am pushing 60 years! Also interesting is that while we are required to sign off that we got the vaccine, the paper we sign says we received information on the pros and cons of the vaccine. I have yet to see my employer provide anything 'con' in writing. and certainly not at the time of vaccination.

I freely admit to being part of the 'tin foil hat' brigade. I believe there is something to Bill Gates' comments on vaccines to reduce the population. I know that the AIDS outbreak in Africa exactly mirrors the area where the polio vaccine was given, and that the polio vaccine I received as a child may have been cultured on contaminated tissue has has been shown to cause cancer.

At best, forced vaccinations are part of a plan to control/reduce the worlds population. At best, they are a violation of our Constitutional right to be secure in our persons. I will actively work against ANY candidate or ANY party that violates the Constitution

I cannot be at the hearing on Wednesday as I work, but if my comments will be at all helpful to you, please feel free to use them and/or my name as being AGAINST forced vaccinations.

Thank you very much  
Sally Horton  
721 Hyatt St.  
Janesville, WI  
920-988-7073

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**Hutkowski, Hariah**

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**From:** Linda Kauffeld <lindakauffeld@msn.com>  
**Sent:** Thursday, November 07, 2013 4:29 PM  
**To:** Rep.Thiesfeldt  
**Subject:** RE: AB 247 (Influenza Vaccine Exemption Bill) Public Hearing Scheduled

Dear Rep. Jeremy Thiesfeldt,  
Thanks so much for challenging this. I feel so bad for my daughter who works in Hospice, currently mandated, "mask or vaccine". So, she'll be wearing "the mask" until May. God Bless you! Below is a testimony I sent to UW Health when I read of them pushing the vaccines on their employees , again!!!  
Linda

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Nov. 12, 2012

Dear UW Health,  
It is with great sadness and concern learning of your possible decision to make your employees make a choice between employment and a mandated flu shot. These are the people who have faithfully served you and tended to the concern, wellbeing and health of their patients.

Last year, I was employed at St Mary's Health Care Center in Madison. As a COTA for 35 years in geriatric care with a totally clean record with extra bonuses for professionalism, I was forced to make a choice of "mask or flu shot". Based on years of concern for the growing problems now surfacing as a result of these vaccinations, with questionable at best "protection" I chose, "the mask". Fortunately for me, my new job started the week before Dec 1<sup>st</sup>, the "starting date of shot or mask". Although I was very relieved to acquire a new job, I was saddened for the people who succumbed to the shot, with little to no awareness to the potential side effects.

When can we call America "free" when our employers now have the ability to force their employees to inject into their person toxins. Toxins, that when researched are in question to their health benefits and with even some studies indicating that they are not only NOT beneficial to their intended purpose; but even dangerously hazardous with long term neurological damage to the recipient of such vaccine.

I am enclosing just a few articles for your review. There are many more. Please don't force this onto your loyal and faithful servants who tend to the care of your patients. Give them the freedoms that we as Americas have and should continue to have. That being, after our own personal research of the risks as a result of these chemicals verses the possible claimed benefits, that each person choose for themselves the treatment course.

I'm not saying we shouldn't be concerned for the flu. But, like anything, there are other ways to address the spread of the flu. Educate your people as to how to strengthen their immune system, thus not only will you have healthier staff, but you will save money with less sick time.

Please review the enclosed articles and spend some time learning about these vaccines and outcomes. Since there are such discrepancies as to the benefits/hazards PLEASE do not force this onto yourselves and your employees without more research. Like all medical procedures, Americans should be given the choice to learn about the procedure, and then make informed choices and accept the outcomes of their choices.

Dr Mercola has much information to offer on his web site regarding the results of his research and alternate methods to avoid the flu. National Vaccine Information Center is another source of information. I believe Barb Fisher founded this organization as a result of personally experiencing very bad effects in her family from vaccinations. There are others. Truly a very controversial subject; one that SHOULD NOT BE MANDATED!!! Thank you for your consideration and may you proceed with education and extreme caution. I would very much appreciate a response to this letter.

Linda Kauffeld

P.S. Incidentally, I have been employed one year at my current 120 bed skilled nursing rehab facility. There is NO pressure what so ever to get the flu vaccine and last year we had no significant out breaks of the flu. WHY ALL THE HYPE!

**PPS Added 11/7/2013. I have now been employed at the same facility as mentioned above. I'm so thankful this facility puts VERY little pressure on it's employees to get vaccinated. I have also gone through two flu seasons at this facility with absolutely NO significant flu outbreaks. I might add, that I have worked in skilled nursing home facilities for 30 years, and the last two years at this facility, the instances of flu were perhaps even less than normal. OR, they just don't get all hyped up about it. People get the flu, rest, drink fluids, eat healthy, AND they get well and their immunity is stronger as a result. I grow so weary of all the hype!!!!**

11/8/13

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My name is Lisa and I would like to share my personal experience because of a mandatory flu vaccine. In the year 2011 my place of employment implemented the mandatory flu vaccine for all of its associates. I, never having a flu shot and no reason to try to get an exemption, went and received my shot. If I did not do it I would lose my job. Who wants that? September 16<sup>th</sup> 2011 a co-worker and I went together to get our shot. Within the following week I began to feel sore and just not right. I was told soreness was a normal reaction and it would go away. I continued on, going to work, being a wife, Mom etc. This feeling did not go away. Many nights I was crawling on the floor to put my children to bed. I will spare some personal medical details, but by October 1<sup>st</sup> I was officially an inpatient at the very same facility that made this vaccine mandatory... I went days going from bed to wheel chair. (At this point I could not walk on my own, I was paralyzed from the waist down.) After many tests I was given a diagnosis. Transverse Myelitis. A direct result from the flu vaccine. It has been two years now. I still have numbness, weakness in my legs, back pain and a lot of other issues related to my MANDATORY flu vaccine injury... I blindly followed the policy in order to keep my job. I was an active 35 year old mother of two very active kids. And now, not only do I suffer the pain of TM. My family also suffers. Unless this happens to you or somebody you know, you will never quite understand how devastating this can be.

Lisa Sabel



11/10/13

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As we approach the flu season, my employer develops a flu vaccine policy, demanding employees to be vaccinated. Through the years, and as recent as last week, I have treated patients with devastating complications from these vaccines. Therefore, I feel my employer should not be able to force me to receive these vaccines. I have complied to wear a face mask while treating patients, and while on duty.

I have dedicated 24 years to the company, and have been advised by my physician NOT to receive the vaccine. I feel threatened and should not be forced to seek alternative employment.

Please withhold my name

11/8/13

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Dear Rep. Thiesfeldt,

I am a nurse who has been administering the seasonal flu vaccine for several years, though I choose not to receive the vaccine myself. This year maybe the last year for me to work and not have had the vaccine, I see my employer getting closer and closer to mandating flu vaccine for all employees.

I was very disturbed this fall to be giving injections to hospital employees, in tears, saying "I don't want this but I have to do it to keep my job." I heard this many times and saw heartache on their face. These people are told they could be "carriers" and might infect others I would like to see the research on that statement.

I would think, what kind of a country have we become, to force a person to take into their body substances they don't believe in? Substances that are detrimental to their health. The research says the flu vaccine is 56% effective. The enclosed pamphlet that accompanies the vaccine does not indicate the vaccine is fully safe for pregnant or lactating women, these women just say my MD says I have to have the shot.

What kind of a country do we live in when the government is not concerned about individual values, that we are brow beaten, bullied by coworkers into receiving the vaccine.

Please do not use my name publically, I may want to work for this company next year.

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**Hutkowski, Hariah**

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**From:** jscgroff@charter.net  
**Sent:** Saturday, November 09, 2013 9:17 AM  
**To:** Rep.Thiesfeldt  
**Subject:** Influenza Vaccine Exemption Bill

Dear Representative Thiesfeldt,

Thank you for the email regarding the influenza vaccine exemption bill. I am unable to attend the hearing due to my work schedule but I would like to express my concerns about the possibility of being forced to receive a vaccine that I do not want.

A while back, I visited my physician who came in wearing a mask. She explained that she was being forced to wear the mask because she had refused to be vaccinated for influenza. Since then I have heard that it is mandatory to be vaccinated if someone works in a medical setting. It made me angry that people are being forced to receive a vaccine or lose their job. My concern is that eventually, we will all be forced to do the same.

I work for a school district and each year, we receive numerous emails encouraging us to receive the flu vaccine. Personally, as an adult, I have had the flu three times in 30 years. I am extremely careful about washing my hands, eating healthy foods, getting enough sleep, exercising, and taking supplements. I feel that my lifestyle has made my immune system strong and thus, have not felt the need to be vaccinated.

The publicity the flu vaccine has received in recent years makes me question the real need for being immunized against the flu. The statistics I have read indicate that the number of people dying from the flu today is the same as it was years ago. Years back, I never heard of people getting a flu shot and now, I hear it constantly. I question who is benefitting, the patients or the pharmaceutical companies? Does it all boil down to money?

Receiving a flu vaccine should be up to the individual, not mandated. The proponents of receiving a flu shot will argue that the flu won't be passed on to others if we all get the vaccine. My thought is that we all need to be proactive and take steps to keep our bodies healthy in order to fight the germs that cause the flu.

My hope is that we, as individuals, will be able to choose the vaccines we want to receive, and not have to choose between a shot or keeping our jobs.

Thank you for taking the time to hear my concerns.

Sue Groff

11/9/13

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Thanks for working to get this bill pushed forward!

I work in healthcare so there is a strong push/mandate for all to be immunized.

But as the statistics stated in your bill...this vaccine does not have the efficacy of all the other required vaccines for employment.

It frightens me because such a large volume of vaccine is rushed through production...hence huge concern over quality control, but worse, the vaccine is just someone's best guess.

I grew up in the 60's,70's. My father was a general practitioner who had us pictured on the front page of our local newspaper taking the polio vaccine.

But he never wanted us to take the flu vaccine for all of your researched information and his fear of Guillain-Barre virus.

He told us that if we kept ourselves healthy, we would recover from the flu, but Guillain-Barre lasted forever. It always leaves residual damage.

So I have always followed his advice and lived a healthy lifestyle.

I wore a mask last year as it was the alternative choice...but this year there was no choice if it was for personal reasons or concerns for my health.

I had to take it as I need my employment..but I felt totally violated...bullied in to the choice.

Please, Please, continue to work to pass this bill.

YOU MAY USE THE CONTENT OF THIS E-MAIL BUT PLEASE PROTECT MY PRIVACY...I NEED EMPLOYMENT.

Thanks for your time,

Worried, scared, frustrated Wisconsin resident

11/9/13

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Please do not use my name or email address ....for obvious reasons as you noted in your letter.

Dear Representative Thiesfeldt,

Thank you for taking on this important subject.

I work for Aurora Advanced Healthcare. I worked for Advanced Heath Care who became part of Aurora in 2008. In November of 2011, after I had already worked with Advanced Health Care and then Aurora a combined total of 12 years I was told, along with the approximately 30,000 other employees, that now, part of the 'condition for employment' was to get a yearly flu vaccine. We were told this was to protect the patients.

I was appalled and astounded that I had to do this! Many, many of my co-workers including physicians were astounded and upset too. In my case, I work in an office building, not in contact at all with patients and didn't feel that this should apply to me. Aurora felt that if one level of staff is required to get the shot it would be fair for all too get it. (I am not a health care worker in direct contact with patients partly because I do not want to get the other mandated shots for those who do work in the industry.) Further we were told that if we did not comply we would loose our jobs. We were told if we left or 'chose' not to get the shot that we couldn't file for unemployment because we were 'choosing' to leave employment. I would be forced to choose between my job and my opposition to put unwanted chemicals into my body. My husband was unemployed at the time and choosing not to get the shot meant no income for us.

That is a tough choice. I considered looking for another job but that was a rough time for getting jobs as the economy was in tough times. Jobs, GOOD JOBS were not plentiful. Aurora noted that there were exemption possibilities such as and allergy to egg or any component of the flu shot or for religious reasons. We would have to prove one of these for an exemption. After a visit/discussion with my naturopath I decided to have an egg allergy lab test done. My test results were one point shy of being positive for an egg allergy but the lab noted that they could not rule out anaphylaxis so I did eventually get an exemption. Whew. I was very relieved. But I saw the anguish in my co-workers who did not want the shot and no way out. At that time many heard the story of one person in our Forest Home site who ended up with paralysis from getting the vaccine. That was scary. Many were looking for a way out-fast! I know some consulted attorneys.

In 2012 I received a letter from Aurora noting that I was still exempt from getting the vaccine due to my previous lab results so no vaccine in 2012, and the letter further stated that I would be exempt for the term of my employment with Aurora Health Care. This made me happy. But in July 2013 I receive another letter telling me that I would be exempt this year but there is now a new formula for the vaccine that does not include egg. They noted that I should discuss getting this vaccine with my physician. They further noted that because my exemption was due to an egg allergy and there is now an egg-free vaccine I will need to reapply for an exemption in 2014. I don't like this threat hanging over me again. I now have to work with this anxiety until I find out what exemptions I might qualify for or



not...and the uncertainty of future income. It makes planning for anything in the future impossible.

It is now vaccine time again and I was speaking with a few of my co-workers just the other day about their hesitation in getting the vaccine and how they are putting it off as long as possible. Someone who received the vaccine passed out shortly after returning to their workstation. An ambulance had to be called. They were noting that if they had the choice they would not get the vaccine but lamented 'they have no choice'. This is sad to see and hear.

I do hope that something can be done about companies mandating what we put into our bodies. If I were an employer I would want to be able to run my company as I see fit...but I believe this goes beyond running the company. This is running my life and invasive of my privacy and I find this too controlling for an employer over my body. This is also very self serving for a large healthcare company. I am finding it difficult to continue working for a company who only has the bottom line in mind while claiming to be helping their employees 'live well'. I appreciate their offer for a free vaccine but the choice should be mine. Patients, as well as my co-workers, can get the flu from any source and not just from entering a healthcare facility.

Thank you for any efforts to take away my employer's rights to control my body.

11/9/13

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Thank you for the opportunity to share my support for the AB 247. I along with many other hospital employees are so grateful that someone cares about our concerns regarding mandated flu shots as a condition of employment. We are all hoping and praying that this bill is able to be passed. I have been an RN for almost 25 years. I work in a large central WI hospital which began mandating the influenza vaccine last year. We were able to wear masks last year if we refused the vaccine. I wore my mask faithfully along with my other coworkers who refused the flu vaccine. (Just an FYI-the mask wears were the ones who did NOT get sick). This year they changed their policy. We were told either get the flu shot or you would not receive a raise. Next year the policy gets even tougher-no shot -no job.

I am all for protecting the patients but this is not the way to do it. It is not right to force people into mandated medical treatment and threaten them with their jobs/professions if they don't comply. Nobody should be forced to receive a vaccine that contains many chemicals such as formaldehyde, Tritonx-100, MSG ,polysorbate 80, neomycin, polymyxin to name a few. Any medical treatment exposes the recipient to varying degrees of risk. The influenza vaccine has the potential to cause disability or death. If vaccines were universally beneficial and harmless, mandated hospital policies would NOT be necessary for enforcement. It is unfair, irresponsible and unethical for employers to force healthcare workers to choose between their health/ beliefs and their livelihood/professions. Please consider this when deciding to pass this bill. I know MANY people would be so grateful if this bill is able to be passed. Let Wisconsin do the RIGHT thing. Thank you very much. (Name withheld)



11/9/13

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Hi Jeremy,

Thank you for taking up this effort. I can't make it to Madison for the hearing and I would like my name withheld for obvious reasons. I would just like to tell my brief story and have you take a look at a powerful article by Dr. Peter Doshi (link below). Hopefully you can use the information in the article at your hearing.

I work in Healthcare and as such am subject to the mandated flu shot. I have been able to "opt out" the last few years, but the policy is tightening and I fear it will eventually transition into a vaccinate or terminate policy.

This year we had the option to either get the shot or opt out by getting a declination form signed by a doctor or religious leader. Even if you are fortunate enough to get the form signed, you still have to wear a mask for the duration of the CDC declared Flu epidemic time period. I was able to get the declination form signed by my priest. Others were not so fortunate. They couldn't get the form signed by a doctor or religious leader and therefore were forced to get the vaccination before they could report to work. And these are people that were "absolutely" opposed to the getting the shot.

I am astonished at the lack of outrage to this absolute assault on our personal liberties. The "drones" have no problem standing in line to take something into their bodies that they really know nothing about. They just trust that the pharmaceutical money brokers and the government have their best interest at heart. It's really absurd how naïve people are. Even if there were no ill effects from the shot, which I don't believe, you still have a God given, inalienable right in this country to "decline" taking something into your body that you don't want. I think this is still America, but I'm starting to wonder lately what happened to my country.

Below is a link to the most comprehensive, informative, and compelling article that I have read regarding why NOT to get the flu shot. Could you please review the article and include it in your hearing. I think it's very powerful information. I've also included another link to an article by Dr. Mercola. It's another very compelling article.

**Dr. Doshi**

<http://www.newsmxhealth.com/Headline/influenza-virus-flu-vaccine-Peter-Doshi-Ph-D-/2013/05/16/id/504942>

**Dr. Mercola**

[http://articles.mercola.com/sites/articles/archive/2012/09/18/flu-shot-increases-flu-illness.aspx'](http://articles.mercola.com/sites/articles/archive/2012/09/18/flu-shot-increases-flu-illness.aspx)

I greatly appreciate your efforts in this regard Jeremy, as do others in my circle who share the same passion for protecting liberty.

Sincerely,

XXX

11/10/13

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Representative Thiesfeldt,

I have recently been informed of your effort to assist healthcare workers mandated to receive the influenza vaccine as a condition of their employment, and I applaud you for your efforts.

I am a registered nurse and endured countering this challenge within the past few years. My husband suffered from Guillan Barre Syndrome, and his neurologist advised me that my receiving the flu shot could potentially put his health at risk. When I presented this to my employer, my husband's neurologist, who works for another health care system, received a great deal of interrogation from an administrative physician within the health care system which employs me. For this reason I obtained written exemption requests from both my physician and this neurologist. I was later informed by my employer's physician that my husband's neurologist approved me to receive the vaccination. I asked for documentation from him to support the obvious disparity between the neurologist's recommendations to myself and him. He was not able to supply this, and later granted me a permanent exemption for the duration of my employment. In the meantime a great deal of unnecessary turmoil was created, including frustration by my husband's neurologist due to the ongoing questioning and interference in my husband's medical situation. In addition, I felt very threatened and mistrusted by my employer, and feared for the loss of my job.

My sincere hope is that your efforts will be successful in order to preserve health care employees their choice (be they be based upon medical, religious, or whatever personal reasons) to make their own choice whether they want to receive the influenza vaccination.

I ask that you please withhold my name/contact info if my story is to be utilized.

Thank you in advance!

11/10/13

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To Whom it may concern,

I am employed at a health care facility in Wisconsin. This will be the third year that it is mandatory for all employees and volunteers to have a flu shot or be taken off the schedule. I am strongly against having this unknown substance put into my body with no choice.

We can fill out a Religious Exemption Form, and wear a mask during our work day but I know of many people who were turned down, me being one of them. The forms are ridiculous. They ask prior vaccinations and dates, does it really matter that our parents immunized us. Were adults now and should have choices of what is injected into us. I don't have a Religious leader. I am a Christian who believes in God and it's a personal relationship for me. I believe in the 10 commandments, and Thou Shall Not Kill is one of them. The flu vaccine and other vaccines have killed and I don't care if its once or 500 times. It should be our choice if we want to take that chance.

I was forced to receive the vaccination last year, or lose my job. This was mentally so hard for me. I had to actually block the whole thing out because it bothers me so much. I felt like I was raped. Something was put into my body that I was totally against and I can't take it back out and have no idea of what harm it has caused to me.

I think it is unconstitutional to force this on people. I don't even have patient contact. What happened to our rights? For every article for the vaccines, there is also an article against them. Shouldn't we be able to research both sides and make our own decision? I have to wonder also, Is this really about money and just being covered up by "its for yours and others health?"

Sincerely,

Someone who cares.

**Hutkowski, Hariah**

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**From:** Father Martin <padremartin99@gmail.com>  
**Sent:** Sunday, November 10, 2013 4:31 PM  
**To:** Rep.Thiesfeldt  
**Subject:** Flu shot hearing

Dear Representative Thiesfeldt,

I would like simply to let you know that I am opposed to the idea of a mandatory flu shot. I am a Catholic priest working in Marshfield and the local hospital (Ministry St. Joseph) had stated that all of us working as chaplains would have to get the flu shot or no longer be able to assist our patients. I filled out the religious exemption form because I believe that such a demand is a breach of conscience. I got the flu shot once (1999) and it made me sick for a week. I rarely get sick - I have not had a sick day in at least 15 years. So, for me the flu shot is superfluous. Moreover, I was not consulted about this requirement beforehand, so I believe it is an unnecessary imposition. I am stubborn and do not like being told what to do, especially when I do not feel like I'm a dangerous germ-carrying person whose very presence endangers lives. Thankfully the hospital allowed me to be dispensed of the flu shot for this year. My suspicion is that unless a law is passed protecting us from such assaults on our conscience, I'll have to go through this again next year. The one thing I am certain of is that I will not be getting the flu shot. For the record, I respect those who do get the flu shot and think it's their right. Conversely, I think I have a right to refuse the flu shot.

Okay, I hope this helps you during the hearing this Wednesday. I will be praying that God impart wisdom to our legislators so that we can live free in this great country.

Thank you for your time and efforts. May God reward you!

In Christ,  
Father Samuel Martin

Hutkowski, Hariah

**From:** mary grobelny <maryp-g@hotmail.com>  
**Sent:** Sunday, November 10, 2013 4:36 PM  
**To:** Rep.Thiesfeldt  
**Subject:** RE: AB 247 (Influenza Vaccine Exemption Bill) Public Hearing Scheduled  
**Attachments:** flu letter.doc

I am attaching the letter that I sent to my employer declining the flu shot. It was denied stating that "it is not from a recognized religion". (I attached it to *their* religious exemption).

I emphasize strongly that I am vehemently opposed to flu vaccines and that my employer (Mercy Health System) is bullying me into receiving one.

It is imperative that we move swiftly on this this bill. All Mercy employees will be on unpaid administrative leave until they receive the shot. This will take place FRIDAY, NOV. 15!!!

Please help me in my cause to keep myself healthy and free of unsubstantiated threats.

Thank you for all you do.

In health,  
Mary

To whom it may concern;

I am writing you today to explain and defend why I am declining to receive the 2013 flu vaccine. It is based on my personal convictions that are medically, legally, religiously, and philosophically supported.

Medical research has indicated that the flu is grossly exaggerated.<sup>1,2</sup> Each year the World Health Organization meets to decide which flu strains should be contained. However, there are over 200 flu viruses and the flu "is constantly evolving and changing"<sup>3</sup> "There's no predictable pattern to seasonal viruses to change and no internal clock or pattern that you can use to predict when the next pandemic virus will emerge".<sup>4</sup> According to CDC data, influenza like illness (ILI) is caused by an influenza virus only about 14% of the time: stated differently, a virus other than the influenza virus causes illness 86% of the time <sup>5</sup>.The vaccine is not guaranteed you will be flu-free. Dr. Thomas Frieden, Director of t the CDC stated, "In fact it's about 62% effective"<sup>6</sup> Further data supports that there are no fewer days missed from work for those individuals who received the flu shot. In a review of 25 reports involving 60,000 adults the conclusion was "Vaccination of healthy adults only reduced risk of influenza by 6% and only reduced the number of missed work days by less than one day (0.16 days). Universally immunization of adults was not supported by the results of this review"<sup>7</sup> Personally, I can not prescribe to a philosophy where their "best guess" is their means of data.

There are also many additional chemicals found in the flu shot. These include: formaldehyde, aluminum salts, gentamicin and polymyxin B, mercury (thimerosal) in high dose shot, gelatin and sulfa drugs.<sup>7</sup> I am allergic to sulfa drugs. I do not want to put any allergen into my body knowing I will have an adverse reaction. More importantly, many of these ingredients are known detergents and known carcinogens. I may also have the following reaction or side effect to the vaccination: cough, diarrhea, fever, headache, irritability, muscle aches,



redness of the eyes sneezing sore throat, stuffy or runny nose, or vomiting.<sup>8</sup> In addition, there is a risk of anaphylaxis, Guillain Barre Syndrome, myalgia, headache, and malaise.<sup>9</sup> The influenza vaccine is also linked to narcolepsy <sup>10</sup> as well as acute disseminated encephalomyelitis <sup>11</sup>

I truly believe that the vaccination is an evasive medical procedure based on the above information. I believe I am supported by the right to refuse this due the direct violation of the Nuremburg Code which states I “should be able to exercise free power of choice, without the intervention of any element of force, fraud, deceit, duress, over-reaching, or other form of constraint or coercion”. Article 4 “to avoid all unnecessary physical and mental suffering and injury” Article 6 The degree of risk to be taken should never exceed that determined by the humanitarian importance of the problem solved by the experiment. Article 9 During the course of the experiment, the human subject should be at liberty to bring the experiment to an end, if he has reached the physical and mental state, where continuation of the experiment seemed to him to be impossible.<sup>12</sup>

I also feel mandating vaccinations is against my religious beliefs as protected under Amendment 1 of the US Constitution. I am a Christian and believe that I should respect my body. God gave me a perfect body, mind, and soul of which I choose to respect. 1 Corinthians 3:16-17. 2 Leviticus 11:44-45. Ephesians 5:27 and Romans 12:1 Injecting my body with well-known carcinogens is deeply against my religious beliefs.

I take my health very seriously. I exercise daily. I sleep 8 hrs a night. I eat a clean diet high in alkalinity and loaded in nutrients to boost my immune system. I manage my stress because I meditate, pray, and practice yoga. I eat organic as often as I can and avoid all processed, genetically modified, and fast food options. I drink lots of water. I take supplements. I wash my hands. During the winter months, I increase my dosage of Vitamin C and Vitamin D. These practices alone are known to combat the seasonal flu. <sup>13,14</sup>

These daily practices allow me to strengthen my immune system. I truly believe that injecting a combination of chemicals into my bloodstream will weaken my natural immunity. This is a strong personal and philosophical conviction that I possess based on fact and research.. Being forced into having an injection I am philosophically opposed to deeply disturbs me and is in great contradiction to my philosophical and spiritual practices. Wisconsin has a philosophical/personal belief exemption, Statute 252.04, (15), 16 which I am exercising my right to claim.

I sincerely hope you respect my concerns and wishes.

Respectfully submitted,

Mary Grobelny

11/10/13

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To the committee regarding AB 247

I work at Marshfield Clinic, and have been employed for 14 years and have been a dependable and great employee and have never had the flu. Because of the risk of repercussions by my writing this statement I would like to remain anonymous.

This year I will not be allowed to continue my employment if I don't not have a flu vaccination. I am sure that there is some sort of monetary benefit to the Clinic in order for them to take away my rights, which should also be illegal.

What I would like to share with this committee is that I have never felt so bullied. I cannot believe that any employer could force an employee to have a medical procedure against their will. It starts with a flu shot, once this allowed then employers will take more and more INDIVIDUAL rights away. Next maybe I should have a CTscan , Xray, DNA testing prior to signing up for employer sponsored health plans, just in case I have some underlying disease and if I do then I will be denied insurance or will be made to pay a much higher premium. **Where will this stop?** I feel as though we have gone back to Nazi Germany and communism is alive and thriving at Marshfield Clinic. I signed no contract indicating that I would have any medical procedure that my employer feels is necessary for me to keep my job.

There is also a lack of supporting evidence to show that vaccinating healthcare workers prevents influenza transmission. I believe that these vaccinations are providing a false sense of security and therefore putting patients at risk.

An even greater risk exists for those that receive the vaccination. The CDC lists the following as being found in the influenza vaccination: Neomycin, Polymyxin B, formaldehyde or formalin, thimerosal, embryonated *chicken* eggs, egg albumin, gelatin, Gentamycin, Polyoxyethylene 9-10 Nonyl Phenol (Triton N-101, Octoxynol 9), chick kidney cells and Taurodeoxychoalate.

Many of these are known carcinogens and detergents that have unknown effects on the human body. Chronic over exposure to antibiotics has also proven to be detrimental to overall health.

Some of the potential side effects from the vaccination include anaphylaxis, allergic asthma, redness and discomfort at the injection site, Guillain-Barre Syndrome, vasculitis, body aches, parenthesis, neuropathy, seizure, facial palsy, facial paresis, Stevens-Johnson

Syndrome, headache, sore throat, muscle aches, cough, chills, fever, encephalitis and meningitis and death.

Thimerosal has been shown to potentially increase the risk of Alzheimer's Disease, brain damage and nervous system injury. As I understand it the drug companies and employers cannot be held liable for any reaction an individual may have from any vaccine, which I understand, but only IF I CHOOSE to have this injection.

**Dr. Belongia states that there are 2 types of influenza that circulate in humans: A and B Within A, there are 2 subtypes that circulate in humans: H3N2 and There are 2 different B lineage viruses (Yamagata and Victoria). The quadrivalent vaccine covers both A subtypes and both B lineages. In any given season, some or all of these viruses may be present. Last season nearly all of the A viruses in Marshfield were H3N2, and both B lineage viruses were circulating. The same was true for the US and Wisconsin. The effectiveness of the flu vaccine was 44% against A and 62% against B last year**

**I WILL BE TERMINATED FOR 44% and 62% effectiveness????? SERIOUSLY???? Dr. Belogia is the Director, Epidemiology Research Center, Marshfield Clinic Research Foundation Office: 715-389-3783**

**I have NO CHOICE if I want to keep my job, I must have this injection or face termination. This is BULLYING and HARRASSMENT.**

Workplace bullying occurs when an employee experiences a persistent pattern of mistreatment from others in the workplace that causes harm. Workplace bullying can include such tactics as verbal, nonverbal, psychological, physical abuse and humiliation. This type of aggression is particularly difficult because, unlike the typical forms of school bullying, workplace bullies often operate within the established rule and policies of their organization and their society. Bullying in the workplace is in the majority of cases reported as having been perpetrated by someone in authority over the employees. Negative effects are not limited to the employee and will certainly lead to a decline in employee morale and a change in company culture. History has shown that bullying has led to



suicides along with mental illness, alcoholism, drug abuse depression, eating disorders and many other negative health issues. I know that I have been losing sleep and find it hard to concentrate, as do others. I have also seen people give in because they have no choice if they wish to feed their family. It is my body and life and to have my employer tell me that unless I have a medical procedure, I will be terminated. This is wrong on so many different levels. This is harassment and is a perfect example of bullying and should be against the law. What happened to my rights? I would never begin to question anyone as to why they choose to have a vaccination or procedure, as this type of decision is a personal decision and none of my business. Who am I to judge any persons choices. It is **not** my place **nor** is it my employers' place to judge me in this manner.

**If there is one thing that I learned while growing up it is that I should stand up for what I believed in, and above all stand up for those people that cannot stand up for themselves. What I find sad, is that I now feel like I can no longer stand up for myself, I am no longer strong enough to fight for my rights. I need to work and I want to work. But my rights have been taken away and that is an awful feeling to know that I no longer have control over my medical care and life.**

**As a patient I have rights to evaluate the medical care/choices of treatments and decide what is best for me and what treatments I am comfortable with. (4) But as an employee I don't have these choices? Next will the Marshfield Clinic require that all patients show proof of vaccination prior to coming to this facility?**

I have included the new Marshfield Clinic policy written just this year (1), Additional information from the EOO (3) (which indicates that my employer should not be able to ask about me what religion I belong too.) **(note on the included Marshfield Clinic religious exemption form also included, page 2 the signature section, (5) by signing this I am giving the Marshfield Clinic the rights to contact anyone they want, regarding my personal spiritual/religious beliefs.) This according to the EOO is illegal and should be stopped immediately.**

**I guess I hope that this committee sees how wrong this is and puts a stop to any employer being allowed to bully an employee into having a medical procedure against their will. Management will begin terminations beginning Dec 9<sup>th</sup>. (See page 7 of the Marshfield Clinic**

**Policy (1) for the enforcement. We employees will be questioned in a “sincerity interview” SERIOUSLY ??? Does someone from this committee want to join me for mine? Apparently, the employees are grilled by Panty Haney (attorney), Bruce Cuhna, David Keefe (HR director) and another individual. Seriously?? My god this is so very wrong. When I asked for numbers I was told that NO individual’s Religious Exemption has been approved???**

**How would you as representative react if you were given this ultimatum? You would feel bullied.**

**I ASK THAT YOU PLEASE VOTE IN FAVOR OF THIS BILL AND IF POSSIBLE SPEED THE PROCESS UP BEFORE ALLOT OF GOOD EMPLOYEES HAVE TO MAKE THIS VERY UNFAIR CHOICE.**

I apologize for the length of this statement, but it is very difficult to explain how defeated and ANGRY, I and many others feel regarding this issue.

If you have additional questions for me Representative Theisfeldt has my information if any of you have additional questions.

Thank you for your time. Again... If anyone wishes to join me for my “sincerity Interview” Please let Representative Thiesfeldt know and I will give you the date and time.

Sincerely

J

**Hutkowski, Hariah**

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**From:** susan bradford <sbradford@plbb.us>  
**Sent:** Sunday, November 10, 2013 7:30 PM  
**To:** Rep.Thiesfeldt  
**Subject:** Flu Shot

I highly resent being told by my employer that I must have the flu shot in order to retain my employment. I should be able to determine what chemicals I want to put in my body. No one knows what strand of flu will come around and it is a waste of money, and I am not interested in lining the pharmacy companies pocket. Everyone in my family who has gotten the flu shot has become seriously ill after getting it. This is just wrong on so many levels and opens the door to God only knows what else.

Susan Bradford  
302 Oak Ridge Drive  
Darien, WI 53114  
262-882-0055

Timothy James, Registered Physical Therapist, 25 years experience  
November 11, 2013

*To whom it may concern:*

*I am writing to formally defend my decision to decline the influenza vaccination, and to encourage those of sound mind in a position to regulate such practices as mandating flu vaccines or the wearing of face masks as a punitive measure for refusing same to make such activities illegal. Such policies create oppressive workplace environments. Disturbingly, there is virtual unanimity among healthcare workers about the oppressive nature of their work environment. Many of my peers who didn't want the flu vaccine were afraid to request an exemption for fear of being singled out and fired just for asking. Ironically, there is apparently little room in the medical work world for employees to have and express professional opinions about healthcare issues. This makes for unhappy employees, and that surely compromises the quality of care given to patients.*

*When healthcare professionals are dictated healthcare policy rather than consulted for their professional opinions about it, there is something seriously wrong with the healthcare industry. The decision to have one's body injected with foreign substances the efficacy of which has not been scientifically demonstrated, while the potential danger of which has been so documented, should be a matter of freedom of choice for those being targeted with flu vaccine mandates. No one has more right to the sanctity of their own body than the individual themselves, and any laws or mandates which deny that reality are simply wrong and need to be expunged. Individuals should not be forcefully subjected at risk of their livelihood and even their life to put themselves in the path of danger by submitting to mandatory flu vaccines by employers or governments acting regardless of the evidence for or against the effectiveness of such vaccines.*

*Yet that evidence is pretty clear. A study (1) out of the Center for Infectious Disease Research and Policy at the University of Minnesota revealed that, at best, the flu shot has a pathetic 1.5 percent effectiveness rate -- for every 100 people vaccinated with a flu shot, only 1.5 of them will avoid getting the flu. At worst, the flu shot is entirely useless, as the same study showed that about 97 percent of people who do not get a flu shot also do not get the flu. Given a standard margin of error, this study demonstrates no beneficial effect of the flu vaccine at all to those to whom it is administered. As such, there is no medical justification for mandating such vaccines.*

*My place of employment has recently instigated a mandatory flu vaccine policy complicit with a discriminatory and punitive mandate to wear a mask at all times for refusal of same, or to face termination for non-compliance with either. As a result I must endure the discriminatory wearing of a face mask in my contacts with patients at all times, a mask which interferes with my breathing and my interactions and communications with those patients, while providing no protection from the flu to either them or myself. I have made this decision to refuse the vaccine based on strong moral and ethical convictions that are supported by my religious beliefs, medical research and legal precedent.*

*Medical research indicates that the efficacy of the influenza vaccination is grossly exaggerated (1). The British Medical Journal has questioned the validity of studies claiming efficacy and stated that "evidence from systemic reviews shows that inactivated vaccines have little or no effect on the effects measured." (2) Another journal has proven influenza vaccinations have not changed the amount of doctor visits or hospitalizations in children (3,4,5), and another shows that vaccinations have not impacted the mortality rate of the elderly population. (6,7) There is also a lack of supporting evidence to show that vaccinating healthcare workers prevents influenza transmission. (8)*

*I believe that these vaccinations are providing a false sense of security and therefore putting our patients at risk. An even greater risk exists for those that receive the vaccination. The CDC lists the following as being found in the influenza vaccination: Neomycin, Polymyxin B, formaldehyde or formalin, thimerosal, embryonated chicken eggs, egg albumin, gelatin, Gentamycin, Polyoxyethylene 9-10 Nonyl Phenol (Triton N-101, Octoxynol 9), chick kidney cells and Taurodeoxychoalate. (9) Many of these are known carcinogens and detergents that have unknown effects on the human body. Chronic over exposure to antibiotics has also proven to be detrimental to overall health. (10)*

*Thimerosal has been shown to potentially increase the risk of Alzheimer's Disease, brain damage and nervous system injury. (12,13,14) This is especially alarming to me as my father passed away as a result of Alzheimer's Disease. Package inserts also state that the vaccination/mist "has not been evaluated for carcinogenic or mutagenic potential or its potential to impair fertility." This clearly states then that very little is known about the long-term health effects of receiving this vaccination. There is also no guarantee of protection from influenza or potential temporary or permanent injury or even death as a result of receiving this vaccination.*

*Some of the potential side effects from the vaccination include anaphylaxis, allergic asthma, redness and discomfort at the injection site, the flu itself, Guillain-Barre Syndrome, vasculitis, body aches, paresthesia, neuropathy, seizure, facial palsy, facial paresis, Stevens-Johnson Syndrome, headache, sore throat, muscle aches, cough, chills, fever, encephalitis and meningitis, and even death. Furthermore the widespread use of vaccines may play a role in the development of pandemic influenza strains. (11, 18, 19, 25)*

*Flu rates have been demonstrated to increase by 20% among healthcare facilities mandating flu vaccinations (22). In addition, mandating flu vaccinations can open facilities to retaliatory legal actions for demonstrable injury (21, 22, 25) Lawsuits are already in place challenging not only the mandate of receiving a flu shot but also of forced wearing of masks by those who refuse the vaccine. The mask provision prevents adequate communication between employees and patients, and interferes with workers' rights to "pursue their profession" as part of the due process clause of the U.S. Constitution. In addition, making only some health care employees wear masks violates employees' equal protection rights. (24)*

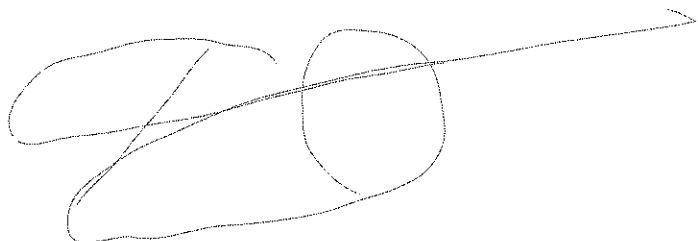
*I believe that vaccination is an invasive medical procedure and based on the above, is an experimental procedure. While I support the desire of companies to maintain safety for both patients and staff, I cannot support the use of mandatory vaccinations or forced wearing of masks for refusal of same to achieve this goal. The mandatory administration of this is in direct violation of the Nuremberg Code which states in article 1 that consent should be voluntary and allow for "free power of choice without the intervention of any element of force, fraud, deceit, duress, over-reaching, or other ulterior form of constraint or coercion." Article 6 states, "the degree of risk to be taken should never exceed that determined by the humanitarian importance of the problem to be solved by the experiment." And article 9, "During the course of the experiment the human subject should be at liberty to bring the experiment to an end if he has reached the physical or mental state where continuation of the experiment seems to him to be impossible." (15)*

*As a Christian I believe I am to treat my body with respect as it is a gift from God (see 2 Corinthians 7:1 and 1 Corinthians 6:19 and 20, The Holy Bible, any version). I believe that destroying life and knowingly injecting myself with toxins is a contradiction to my beliefs and unacceptable. Health is of great importance to me and something that I do not take lightly. I am well informed on health care issues and effective preventive interventions available to deflect and delay illness and injury. I, in company with any reasonable person, am not comfortable with being forced to subject to unproven medical procedures and punitive measures against me for refusing them in light of my better knowledge and my own self preservation interests.*

*The motivation for mandating flu vaccines is primarily financial. The biggest problem with healthcare is wrongful government intrusion into it. CMS (Centers for Medicare and Medicaid Services) will be deducting 2% of Medicare and Medicaid reimbursements to hospitals whose employee flu vaccination rates is less than 90%. This means that the scientific merits (or lack thereof) of flu vaccine policy are irrelevant to hospital administrators. By making this a financial issue, those orchestrating the flu vaccine agenda have managed to keep the medical science off the table, a necessity for pushing flu vaccines given the credible information revealing that flu vaccines don't work and can and do cause permanent disability and death, as confirmed by Cochrane Collaboration reviews (26) and the National Vaccine Injury Compensation Program (27) respectively.*

*Making these policies illegal is a chance for the government to take a step in the proper direction and one that is consistent with the Constitution of this nation. I urge you to take action in the best interests of healthcare workers and the patients they care for by making mandatory flu vaccines or retaliatory mask wearing for their refusal on valid grounds illegal in this state.*

*Respectfully submitted,*



*Timothy James, RPT Wisconsin License Number 3615-024 (See references below.)*

<sup>1</sup> <http://www.thelancet.com/journals/laninf/article/PIIS1473-3099%2811%2970295-X/abstract> and, Cochrane Database Syst Rev. 2006;1.

<sup>2</sup> BMJ 2006;333:

<sup>3</sup> Arch Pediatr Adolesc Med. 2008 Oct;162(10):943-51

<sup>4</sup> Cochrane Database Syst Rev. 2008;2.

<sup>5</sup> Arch Dis Child. 2004 Aug;89(8):734-5.

<sup>6</sup> Lancet Infect Dis. 2007 Oct;7(10):658-66

<sup>7</sup> Am J Respir Crit Care Med. 2008 Sep 1;178(5):527-33. Epub 2008 Jun 12.

<sup>8</sup> Cochrane Database Syst Rev. 2010 Feb 17;(2):CD005187

<sup>9</sup> <http://www.cdc.gov/vaccines/pubs/pinkbook/downloads/appendices/B/excipient-table-2.pdf>

<sup>10</sup> <http://articles.mercola.com/sites/articles/archive/2003/06/18/antibiotics-bacteria.aspx>

- 11 Package inserts for FluMist and Fluarix
- 12 Toxicological & Environmental Chemistry. 2009;91(4):735-49.
- 13 Cell Biol Toxicol. 2010 Apr;26(2):143-52. Epub 2009 Apr 9.
- 14 [http://drtenpenny.com/should\\_flu.aspx](http://drtenpenny.com/should_flu.aspx)
- 15 <http://www.hhs.gov/ohrp/archive/nurcode.html>
- 16 <http://www.westonaprice.org/>
- 17 <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC2870528/>
- 18 <http://www.ncbi.nlm.nih.gov/pubmed/23969217>
- 19 <http://www.youtube.com/watch?v=acoUUFP5Nss&feature=share>
- 20 <http://therefusers.com/refusers-newsroom/osha-argues-against-mandatory-flu-shots-for-hospital-employees/#.UkS1in9oXHs>
- 21 <http://www.kentlaw.iit.edu/news/2012/settlement-flu-vaccine-lawsuit>
- 22 <http://www.wltx.com/news/local/story.aspx?storyid=103024>  
“A few years of concerted efforts to push flu shots only increased the rate among hospital employees from about 60 percent to about 80 percent, said Dr. Rick Foster, vice president of the South Carolina Hospital Association.”
- 23 <http://www.shrm.org/hrdisciplines/safetysecurity/articles/Pages/Wisconsin-Ban-Mandatory-Flu-Shots.aspx>
- 24 <http://www.amednews.com/article/20130114/government/130119979/6/>
- 25 <http://healthimpactnews.com/2013/flu-shot-causes-polio-like-guillain-barre-syndrome-are-rates-higher-than-the-government-admits/>
- 26 <http://www.hrsa.gov/vaccinecompensation/statisticsreports.html#Stats>
- 27 <http://www.cochrane.org/news/blog/eminence-vs-evidence> Jefferson’s team examined four large cluster randomised trials and one cohort trial of nearly 20,000 healthcare workers. According to their findings (3), the ‘flu vaccine showed “no effect on specific outcomes: laboratory-proven influenza, pneumonia, or deaths from pneumonia”’.

November 10, 2013

Dear Rep. Thiesfeldt:

Thank you for introducing **AB 247**. I am submitting this testimony anonymously for the upcoming public hearing. As a physician, I was somewhat surprised to see this bill introduced, but equally delighted and I enthusiastically give **testimony in FAVOR** of it. I encourage all legislators, regardless of party affiliation, to **SUPPORT** this bill.

My story is personal. A couple of years ago, a winter day after being on call, I became acutely ill with fever, some chills, fatigue, muscle aches. Sounds like the flu? Right? I never had the flu, never had a flu shot, and didn't want to be forced to get a flu shot in order to go to work. It was my understanding that my employer's policy would have required the flu vaccine for me to return to work if I went to the ER to get treatment. I loved my work and my patients and would gladly wear a mask or use sick time if needed but I didn't want the vaccine. **Vaccines aren't effective or without risks for everyone and I didn't want to get into any disputes with my employer over a personal health decision in order to work.**

Being "under the weather" I just wanted to sleep. I was feeling pretty ill, but I was in general good health. I thought of going in to the ER but a holiday weekend call responsibility was approaching and I thought that I just needed to rest up on my two off days and I really didn't want a flu vaccine. I thought again about going in because I had never felt this bad, and I remember thinking, "I'll get better and I really don't want to get a flu shot."

So, I stayed home, took fluids, acetaminophen (tylenol), slept and on the weekend tried to get a replacement for work but no luck. As one knows, unless one is dead or "half-dead" doctors don't call in sick when on call, so I went to the hospital to work that Sunday morning planning to go to urgent care later. A colleague saw me and arranged for my patient care responsibilities and took me to urgent care. I was immediately referred to the emergency room and on admission to the ER, only < 72 hours after the start of my symptoms, I was already stroking with one-sided numbness and weakness. [It turns out that I was "half-dead," figuratively speaking, of course, as one is either alive or dead.]



I was previously healthy and very diligent about hand washing and infection control procedures in my practice. So, I will never forget my surprise hearing, "Dr \_\_\_\_\_, you have Staph in your blood and multiple strokes and a large vegetation on your heart valve"... I was too sick to show emotion.

It was Staph sepsis and the bacterial growths on my heart valve which broke off and went to my brain causing the strokes; and not the flu, that almost killed me. Obviously, I made it out of the hospital alive.

It is somewhat ironic, that as sick as I was, I was never was tested for, treated for, or vaccinated against the flu. Even now, as a physician-patient the doctors ask me but do not pressure me to get the flu vaccine. I have not told my doctors the above part of my story. Perhaps, I should have, but it is rather embarrassing as a physician to get sick in the first place, miss the diagnosis, and then not to have gone to the ER sooner. Three strikes,...and I am out of the work I loved; although grateful and glad that I am still alive, even with deficits.

**It was, however, the fear of being forced by my employer to have to get a flu shot in order to keep working, (which I clearly wanted to do, and no longer can), that really was the impediment for my seeking earlier care.**

**Without that fear of having to choose between my employment and my personal health preferences to decline a vaccine for a possible illness, earlier diagnosis and treatment of an actual, acute, infective disease with antibiotics may have prevented the septic, embolic strokes which have now left me permanently unable to work.**

I thank you and all the legislators for this opportunity to offer testimony and for your and their service to the people of Wisconsin. I strongly encourage all legislators to **vote in favor of AB 247**. Thank you again.

Anonymous.

**NB Wisconsin is short one physician when there are already shortages, not to mention the extra taxes I would have paid. I am middle-aged.**

11/10/13

19

Dear Jeremy,

My name is ???? and I am a registered nurse in Weston, Wisconsin. I have been employed with the same company for five years. At first, we as health professionals were offered the choice as to whether or not we wanted the flu vaccination. If we declined, it was my employer's policy that we had to wear face masks during the entire flu season. Two years ago, the company I am employed with made it mandatory that all employees have a flu vaccine or they would be terminated, no questions asked.

Please keep in mind that a patient has the right to refuse any vaccine at any time and are not required by anyone to wear a face mask if declined. We cannot under the law, force a patient to receive any vaccine of any kind. It is against their "rights". Why is it then, that a company can mandate that their employees be forced to have something injected into them and do not get a choice. You either receive it or you are fired?!

My company tries to tell us that it is for our protection and for the resident's protection. I find it absurd that patients can refuse this vaccine if it is truly a matter of protecting the masses!

This is a violation of my constitutional rights and I am tired of having NO rights because I chose a profession in Healthcare! Please tell the CDC to give us the proof that these vaccinations are as effective as they say because I am not convinced. There are many countries around us that don't mandate this vaccine because the studies do not show the effectiveness the CDC seems to be able to report.

I am really tired of politicians in this country only care about laws that will benefit them or big business or drug companies. Let's put an end to this now!

Thank you for representing us and helping our voices to be heard. It is a breath of fresh air to actually have a representative who cares about US!

Thank you!

Sincerely,

XXXXX, RN

P.S. please do not share my name if you choose to share this testimony. I am sure that many companies including mine, would "find" some other reason to let us go if they knew we were protesting their policies.

P.S.S. I would never recommend that anyone enter the healthcare field. In this field, the only person who has rights is the patient. Healthcare workers do not have rights. We get kicked, punched, bitten and pushed every day and we are not allowed to defend ourselves in any way nor show any facial expression that any patient may find demeaning or offensive. Now we are forced to inject chemicals into our bodies that we do not want. I don't know of any other country that requires this!!

11/11/13

Representative Erik Severson:

(Please do not use my name at this time.)

Currently I am an ED RN working in the mid Wisconsin area for a large facility. My co-workers and I are being forced in to mandatory influenza vaccination for our facility. A majority of the RN's I work with have caved with the pressure of our employer and received the vaccine even though they do not agree with mandatory vaccine policy. The other factor that has kept them from receiving the vaccine in the past is the vaccine is highly ineffective and has dangerous components and side effects.

The facility has many ancillary employees that are also attempting to refuse the vaccine but most have caved due to our employers pressure. We are told as of this next year the facility as a whole (meaning Ministry/Ascension facilities) will not hire individuals who will not receive the influenza vaccine. The facility promotes the vaccine as an effective means of preventing the flu even though studies have proven that handwashing is more effective than the vaccine.

I am continuing to refuse being vaccinated for the influenza. I am a hardworking employee and am healthy, only calling in sick one time in almost 3 years. I have an allergy to the vaccine from an administration in the distant past and refuse to allow my body to be assaulted in the same manner again. My signed declination brought in for the "review board" was filled out by my primary MD by the deadline. The "review board" has decided my declination and medical excuse was not valid and an appeal was required. I made an appeal and have not heard from them as of yet.

I not only have medical reasons for declining the vaccine. I also stand along with those claiming a religious exemption as I believe my body is my temple and only I have the right to say what is introduced into it. This hospital is a religious facility and is denying those with religious reasons an exemption.

If those of us who decline the vaccine continue to do so, we have been notified that we will not receive the general wage increase until we do comply. In the event we decide to leave the facility we will not be allowed back until we comply. Are rights to our health and welfare are being violated with the threats of our lively hood and means of supporting our family are being threatened in order to gain compliance. Investigating this matter has lead me to information that this all ends back at the Obama Care ACA where hospitals are required a 90% compliance rate in order to receive maximum reimbursement from Medicare/Medicaid.

My right and those of my fellow employees are being violated with the threat of no general wage increase and the fear of job loss. The constitutional rights of many are being violated with these tactics and I will not comply but I live in fear of losing my income and profession.

Currently I work for Ministry St. Clare Hospital which is affiliated with Ascencion Health and is nationwide. I believe the whole system is using these tactics to force compliance to mandatory influenza vaccination.

Please protect us from these tactics.

Sincerely,  
XXXXX RN BSN

(Please do not use my name.)

11/11/13

To Whom it May Concern in regards to AF247 (Influenze Vaccine Exemption)

I am for this bill. I believe it is a persons personal right to choose their health care. NO ONE should be forced to be injected with foreign substances that are toxic to the body in fear of loosing their job. There are side effects of the flu vaccine- just read the package insert. The employer will not take responsibility for the damage done by the vaccine, only the employee will suffer thru that.

The flu vaccine is an experiment we are being forced to be involved in. This is not right! There is also a question of the effectiveness of the vaccine. Why force the risk on people when it has such a poor track record?

I do not believe employers have the right or should be given the right to dictate my health care.

Sincerely,  
(name withheld)

**Hutkowski, Hariah**

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**From:** LAT <latatnall@yahoo.com>  
**Sent:** Monday, November 11, 2013 7:29 AM  
**To:** Rep.Thiesfeldt  
**Subject:** AB247

I am a wife, mother and Registered Nurse who is against any and all vaccinations. Vaccines have affected me personally and professionally. I have had severe reactions to vaccinations when I was a child and once as an adult.

As an adult, I had one flu shot. I was sick and in bed, suffering for three months after receiving the shot that I was assured was necessary and good for me. Ever since that flu shot in 1995, I have been plagued with multiple allergies, a depressed immune system and increased migraines. I also go through periods of dizzy spells that last for one to two weeks (never had that before the flu vaccination). These spells still happen at least once a year. I feel that I got off lucky with these horrible side effects. There are many others that suffer long lasting neurological problems (dystonia, narcolepsy, other horrific health problems and even death from these vaccines.

As a mother to three children, I am very fortunate to have learned how dangerous vaccines are before I had all of my children vaccinated according to the schedule. My oldest had three rounds of childhood vaccines. I always wondered why he was so sick. Once I stopped getting him immunized, his health improved. My two youngest children did not get any vaccinations. They are the healthiest children you will ever meet. They typically receive perfect attendance at school because they never get ill like their peers. I have utilized the exemption forms for the state of Wisconsin to prevent my children from having to go through the suffering I have gone through. My daughter is now 20, and she teaches her friends and their families about the vaccination lies. I am proud that she is able to do her own research on the harm vaccines are doing to people and isn't afraid to share it.

As a professional in the medical field, mandatory vaccinations at most health care facilities affect me greatly. With my allergies and adverse reactions, I cannot have a flu shot or any other vaccine. The majority of my co workers blindly accept the flu shot without understanding the long term consequences. As with anything one puts into their body, it should be by choice. No one should be required to be injected with toxins that cause cancer, illness and long term health problems. Below I have listed some of the ingredients in a typical flu shot or vaccine. Would you want any of these in your body?

VACCINES \*\*

1. FLUZONE by Sanofi Pasteur ([FDA link](#))



**\*\* Toxic Ingredients \*\***

Formaldehyde: Carcinogen

Octylphenol Ethoxylate: Immunotoxin

Thimerosal: Neurotoxin

2. FLUVIRIN by Novartis ([FDA link](#))

**\*\* Toxic Ingredients \*\***

Beta-Propiolactone: Carcinogen

Nonylphenol Ethoxylate: Immunotoxin

Neomycin: Immunotoxin

Polymyxin: Neurotoxin

Thimerosal: Neurotoxin

3. FLUMIST by MedImmune, LLC ([FDA link](#))

**\*\* Toxic Ingredients \*\***

Dibasic Potassium Phosphate: Immunotoxin

Gentamicin Sulfate: Nephrotoxic

Monobasic Potassium Phosphate: Immunotoxin

Monosodium Glutamate: Neurotoxin

4. FLULAVAL by GlaxoSmithKline ([FDA link](#))

**\*\* Toxic Ingredients \*\***

Formaldehyde: Carcinogen

Sodium Deoxycholate: Immunotoxin

Thimerosal: Neurotoxin

5. FLUARIX by GlaxoSmithKline ([FDA link](#))

**\*\* Toxic Ingredients \*\***

Formaldehyde: Carcinogen

Gentamicin Sulfate: Nephrotoxic

Hydrocortisone: Myelin Degenerator

Octoxynol 10: Immunotoxin

Polysorbate 80: Sterilie Agent

Sodium Deoxycholate: Immunotoxin

People need a choice. No employer should be able to force these harmful substances into an employee's body for any reason. Those that want to opt out should be able to opt out. There should be no negative consequence for declining any immunization. I will continue to lobby for choice. I beg of you - please pass AB247 for

everyones' health.

Thank you for your time,  
Leigh Ann Tatnall, RN

Sent from my iPad

**Matthews, Meagan**

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**From:** Mercedes Borchardt <mercedes.borchardt@gmail.com>  
**Sent:** Tuesday, November 12, 2013 11:23 AM  
**To:** Rep.Thiesfeldt  
**Subject:** Influenza Vaccination Exemption Bill  
**Attachments:** Influenza Vaccine Bill.docx; flu exemption.docx

Dear Representative Thiesfeldt,

I have been meaning to write to you since I read an article about your work on the influenza vaccine exemption bill back in May. I heard about a committee hearing on this bill tomorrow. I regret that I am unable to attend the hearing, but I do wish you would read my personal testimony and present it on my behalf. Please let me know if there is anything else I can do to help.

Attached you will find my personal testimony on how the mandation has effected me and a letter I wrote to my employer when my request for exemption was denied.

Sincerely,  
Mercedes Borchardt  
414-232-5717



November 12, 2013

Dear Representative Thiesfeldt and Committee,

I am an employee of Aurora Health Care. In 2011, Aurora implemented a mandatory flu vaccination policy. This meant that all employees had to receive the flu vaccination by a deadline of December 31, 2011, or face "voluntary termination". Word of this policy created panic in the work environment. Many employees did not want to get the vaccination but also did not want to lose their jobs, especially during the holiday time and a recession. One of my coworkers started a petition to refuse the vaccination. That petition however was quickly confiscated and the employee reprimanded. While Aurora mandated the flu vaccination, they did also offer an exemption for those who did not or could not take the vaccine. This however was not as easily obtained as it may seem. The requirements for a medical exemption were very specific and few qualified, including me. So I completed the form for the religious exemption and submitted it by the required deadline. To my dismay, my exemption request was denied. I attempted to appeal this decision over the phone and I was told my reason "did not fit the criteria for a religious exemption". I argued their decision and again submitted a more detailed reason for my request, stating that I had prayed about this dilemma and truly felt that I could not take the vaccine. I was denied a second and third time. I was told to put in my resignation so that my personal time off would be paid out to me. This response I received was very upsetting; it caused much personal anguish and stress. I did not want to get the vaccine but I also did not want to risk my job by not complying with Aurora's mandation. After my exemption request was denied and it appeared that the decision would not be overturned, I turned to my manager and Chief Nursing Supervisor for help. I was told by them "this decision has been made by people higher up than us, we hope that you will change your mind, but if not, we will miss you." It was not until after I submitted a letter in writing (see attached) to the Vice President/Patient Safety Officer and Vice President of Care Management that my exemption was finally accepted (on December 30, 2011). I am now exempt from getting the flu vaccination; however I must resubmit my request by the required deadline each year. Aurora employs around 30,000 people. I am unsure of the number that filed for exemption, but I have been told I was 1 of 19 that was accepted.

I feel very strongly about the mandation of the flu vaccination. I believe it is against our Constitutional Rights and that this Influenza Vaccine Exemption Bill should be made a law. No employer should have the ability to force its employees to take a vaccine. Each year my heart goes out to my fellow coworkers who themselves do not want the vaccine, but feel they do not have any other choice. Some have even suffered adverse reactions to the vaccine. Please pass this bill for myself and all of the other health care workers whose rights are violated by this mandation. You can find some helpful facts on the influenza vaccine and others in [Vaccine Safety Manual for Concerned Families and Health Care Practitioners](#) by Neil Z Miller. I urge you to read the facts and listen to our testimonies. Thank you.

Sincerely,

Mercedes Borchardt

December 28, 2011

To Whom It May Concern,

I do not wish to terminate my employment with Aurora Health Care, however receiving the flu vaccine is against my religious beliefs and I cannot bring myself to receive the vaccine in any form (including Flu Mist or Preservative-Free).

I filed for religious exemption on September 30, 2011 originally stating, that my body is a temple of the Lord and I do not want to put anything in my body that could cause harm or illness. This reason was denied in a letter that I received on December 8, 2011 which stated, *in part* that the information I provided was insufficient to establish my eligibility for a religious-based exemption.

I have requested and been denied a religious exemption, and I wish to stress again, I do not wish to voluntarily terminate my employment with Aurora Health Care. But in following the natural law God ordained, it is my religious belief that the body is the temple of the Holy Spirit. This is a tenet of my religion. As such I believe I am forbidden from introducing unclean, unknown and/or poisons into my body. Since the body is God's Temple, I cannot pollute it. I believe that taking the Flu vaccine violates this tenet of my religion.

I have prayed and put this matter of flu vaccination before God and truly believe that I am not supposed to put it in my body. As directed in a letter dated December 1, 2011, I explained this to Rhonda Taylor Parris during our phone conversation and the reasons she gave me for my exemption denial was that I have received other vaccinations and that I take Ibuprofen and vitamins. The vaccines I have received were childhood vaccines, which were the choice of my parents. Vaccinations do not give permanent immunity. They only delay mild childhood diseases such as measles into adulthood when they become killer diseases. God knows better. I do take ibuprofen and vitamins occasionally, but that is not the issue at hand and I am not morally against them. I am however against vaccination and believe that the practice of vaccination introduces pollutants and unclean residues into my body.

When I was not granted an exemption, I was dismayed. Since I do not wish to voluntarily terminate my employment, I carefully reviewed Aurora's Influenza Immunization Policy (No. 197)(5/11):

Failure to comply with the immunization policy will result in written warning. If an individual is not vaccinated or granted an exemption within two (2) weeks of the warning, they will be subject to further corrective action up to termination of employment.

See -- Aurora's Influenza Immunization Policy (No. 197) section IV. B. E.

I cannot take the flu vaccine due to my religious beliefs. I do not want to terminate my employment with Aurora. If by not getting the flu vaccine I am terminated, this will be the most extreme form of adverse corrective action; Policy #197 describes "termination" not "voluntary termination." Termination for my religious-based refusal to receive the Flu vaccination will be ***involuntary and punitive***. Further, it appears that the adverse personnel action discussed in recent letters and memos will be in breach of Aurora's stated policy

(Policy # 197) since I am offered no other correction action and no accommodation has been presented by management.

I am again requesting an exemption or some other form of accommodation that will allow me to continue my employment with Aurora in my present position.

I firmly subscribe to Aurora's purpose – "we help people live well." And, I certainly understand the need to protect our patients from harm. I do and will continue to perform my job in a manner that protects our patients, my co-workers, and the entire Aurora family. I entered my profession with the firm commitment to offer the best possible nursing care. I am dedicated to continue to perform my duties so my patients will be assured of respect for and attention to their health concerns. By refusing to introduce the Flu vaccine into my body – which I believe to be the Temple of the Holy Spirit – in no way detracts from my devotion or ability to faithfully fulfill my nursing responsibilities. To be forced to violate one of the major tenets of my religion unfairly places me in a personal dilemma.

I wish to restate my position so it is clear: I am opposed to vaccinations for religious reasons. I do not resign from my position and any termination or corrective actions that results from me not receiving the vaccine will be punitive, not voluntary.

Sincerely,

Mercedes Borhardt  
414-232-5717  
mercedes.borhardt@gmail.com

11/12/13

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Dear Sir,

I would like to remain anonymous. I am writing to tell you my story. I have to get the flu shot as a term of employment. I have worked for ProHealth Care for 10 years. I don't think it is fair. I am a nursing mother of an infant less than 6 months of age, and the entire package insert states "It is not known whether this vaccine is excreted in human milk. Because many drugs are excreted in human milk, caution should be exercised when this vaccine is administered to a nursing mother."

I feel it should be my choice whether I want to feed this medication to my infant via breast milk. My patients have a choice to refuse vaccines. Do you think once they administer this vaccine, I am now their patient? Where are my rights? Please Help!

XXXXXXXXXX, RN

**Matthews, Meagan**

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**From:** John <jkinning@frontier.com>  
**Sent:** Tuesday, November 12, 2013 10:28 AM  
**To:** Rep.Thiesfeldt  
**Subject:** AB247

Rep. Thiesfeldt,

I am contacting you to show support for AB247. I have been in health care for over 20 years and never have I had to have the flu shot. I have never had the influenza, and being a health care professional and having cared for thousands of people the most important thing to do in prevention is washing hands. Herd inoculation has been proven ineffective as viruses do mutate, hence the CDC choice influenza vaccines is only 40-50% effective, in young healthy adults it should remain a choice not a requirement by law.

I am currently employed by a large North Central Wisconsin hospital who up until this year did not mandate this massive intrusion into my personal life/ body. I am a Christian and currently trying to get a religious waiver. This is a lengthy process with more intrusive questions to be answered.

One of the hurdles of the proposed bill is the large number of major companies that oppose it. Correct me if I am wrong but government is for the people and by the people, not large corp, and PACS. I support your efforts 100% and will do as much as I can to garner even more support.

--  
John Kinning

11/12/13

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I am a nurse who was forced to get a flu shot and would have been fired by October 31. This is the first time I have gotten the flu shot. Seventeen days after that shot I got pneumonia. I have NEVER had any lung infections in the past. In the CDC information they say you can be more likely to get pneumonia after the shot.

The flu shot is suppose to protect against 3 strains of flu-ONLY 3! There are hundreds of other bacteria and viruses we could get sick from. If the healthcare system is interested in protecting patients, all healthcare workers should wear a mask all winter. The efficacy of the flu shot is between 50-65%. And that is if you are exposed to 1 of the 3 strains in the shot. Many years the strains in the shot are NOT are the strains that are going around that year.(The CDC makes a **guess** as to which strains to use each year.) When looking at these numbers, how can they require these bogus shots.

My other issue is that we don't know what long term affects the flu shot will have on us. AsI found out, I am more susceptible to pneumonia with the flu shot. But what about Alzheimers and other long term diseases.

I am only 1 of thousands of healthcare workers who object to the required flu shots.

Please pass this bill to protect our healthcare worker.

Thank you, XXXXXXXXX

11/12/13

next  
8 pages

Representative Thiesfeldt,  
attached is my letter speaking on why we need a bill to protect our employment in regards to the flu shot as well as some of the forms that my company is forcing us to sign if we do decline. Please add my STRONG, PASSIONATE support for this bill!!! If possible please dont use the name of my hospital, but feel free to use my name. While i am risking termination, this is too important to let go.

thanks for your help in this!!!  
Respectfully,  
XXXXXX (Rep. Thiesfeldt omitted it just in case.)

11/12/13

Representative Thiesfeldt,

First, thank you for supporting the workers of this state and addressing the freedom of choice as to what we put in our bodies! At one time this would have seemed a pointless comment, but in today's age, it is one of our most important and personal freedoms!

I am writing this in lieu of speaking in person, only for the anonymity that it provides. My heart and passion to speak in the public hearing cry out, yet my need to remain employed has to override my heart and passion. You see, I am an IT worker for several hospitals and clinics in and around Green Bay. I have ZERO patient contact and Rarely am required to enter either the hospitals or clinics. Yet by company policy I am required to get a flu shot.

As companies go, mine has been more accommodating than others that I have heard of, but that accommodation has been slowly lessening over the last several years. Originally, when my hospital started requiring the flu shot, they allowed anyone to just opt out. No form, no letters, you just don't have to get it if you don't want to. I of course didn't get it. Last year, same policy only now you had to sign a declination form (see attachment 1) that said I decline and acknowledge that by doing so I was endangering my health and those of my coworkers, family and my community. Talk about a heavy burden. This year they provided a similar option for employees with one MAJOR exception (attachment 2). This year in order to decline, the employee had to have the signature of either a doctor stating you were allergic or from your "spiritual leader" saying it was a violation of a MAJOR part of your religion and by getting the shot it would violate your religion. This effectively took away our rights as citizens to refuse the shot. I was able to find a leader who would sign; however, I have several people in my immediate area that were unable or unwilling to find someone that would sign. This basically took their right to refuse and gave it to someone that they may or may not agree with on the subject. Additionally, the person that would sign would also be acknowledging that refusing the flu shot was endangering family, coworkers and the community. This has got to stop.

As to why I am refusing the shot. There are actually several reasons;

1. It's my right to put only what I choose into my body. This is literally our last bastion of freedom. It's our only freedom that is so personal that if the government or our employer can dictate what we have to put in our bodies, we are no longer a free person. Regardless of what the benefits to society are, it should be our choice. When the needs of the many become the reason for doing something to the individual, we have lost our freedom.

2. The effectiveness of the shot it's self. (See attached article from John Hopkins Peter Doshi, PHD Interview with Doc Doshi Attachment 3). Dr. Doshi says "The vaccine may be less beneficial and less safe than has been claimed and the threat of influenza seems to be overstated". Even the CDC acknowledges that the studies finding any reduction in death rates may be do the "healthy-user effect" In other words; people that get the flu shot are typically healthier than those that do not skewing the results. Also from the interview - "For most people, and possibly most doctors, officials need only claim that vaccines save lives, and it is assumed there must be solid research behind it," says Doshi. Unfortunately, that's not the case, he says. A study of thousands done by the Cochrane group found



that it offered zero protection against what the CDC is saying it protects us from. A separate study released in February shows that the flu shot is only 9% effective for seniors and offers no protection for children. Which leads to the safety.

3. The safety of the shot. According to Dr. Richard Blaylock the "vaccine is Not safe". The multi dose flu shot has a preservative that contains mercury in it. Mercury is "toxic to the brain" says Dr. Blaylock. He continues "the flu vaccines don't prevent the flu but actually increase the odds of getting it. The Mercury contained in the vaccines is such a strong immune depressant that the flu shot suppresses the immunity for several weeks." Another study I have found concluded that the flu vaccine taken over a 3-5 year period increased the risk of Alzheimer's by 10 times! Scary how we have seen such steep increases in Alzheimer's and Autism over the last decade. Funny how the studies on these diseases claim an increase in mercury in the brain... coincident? I don't think so and this is one of the primary reasons I refuse and will continue to refuse even at the cost of my job. Think of the ramifications of this. We know mercury is an issue; our hospital has made a HUGE deal of it when we finally removed all mercury thermometers! And yet they feel its ok to inject the same mercury into our blood! It makes ZERO sense!

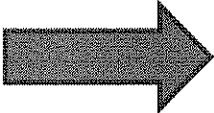
In closing, while I personally will refuse to take the flu shot, if someone else chooses to, that is their choice, who am I to force my beliefs on someone else. I have presented the info I have studied to others in my area of work and this year 7 of 14 refused to get the shot based on the info I presented and what they found on their own. However, of the 7, only 3 were able to get someone else to "approve" their refusal. That means 4 of my friends and coworkers were injected with something they disapproved of, and were forced to get the shot for the sole reason of keeping their job. It's great my company offers a way to decline; however, I feel it's even more despicable because "officially" they offer this to their employees and it looks all wonderful to the outside, but the reality is they have made it even worse for those that choose to refuse the shot. These people are in my opinion literally "taking one for their families (team)" and in the process potentially slowly killing themselves.

Above all you may believe what the shot does or doesn't do, what it contains or doesn't contain, this should be left to the individual to decide and it shouldn't be a decision based on coercion. The person looking to decide what is best for him/her should weigh the benefits of the shot over the side effects, NOT whether or not that decision will cost them a job! By making our jobs a "benefit" of getting the shot, in today's economy, most will have to get the shot regardless of whether or not they think it will work. That is the WRONG reason to get it.

## Declination of Influenza Vaccination 2012-2013

My employer, \_\_\_\_\_, as a member of Hospital \_\_\_\_\_, has requested that I receive the seasonal influenza vaccination in order to protect myself, my coworkers and the patients we serve.

I acknowledge that I am aware of the following facts:

- 
- Hospitalizations in the U.S., due to the flu, number in the hundreds of thousands and deaths number in the tens of thousands according to the CDC.
  - Influenza vaccination is recommended for me and all other healthcare workers to prevent influenza disease and its complications, including death.
  - If I contract influenza, I will shed the virus for 24-48 hours **before** influenza symptoms appear. My shedding the virus can spread influenza infection to patients in this facility.
  - If I become infected with influenza, even when my symptoms are mild, I can spread severe illness to others.
  - I understand that the strains of virus that cause influenza infection change almost every year, which is why a different influenza vaccine is recommended each year.
  - I cannot get the influenza disease from the influenza vaccine.
  - The consequences of my refusing to be vaccinated could endanger my health and the health of those with whom I have contact, including:
    - Patients in this healthcare setting
    - My coworkers
    - My family
    - My community

Despite these facts, I am choosing to decline influenza vaccination at present time.

Please choose **one** of the following reasons:

**I am declining the influenza immunization (please circle reason below):**

1. Allergies to Eggs or Vaccines
2. Do not like Shots
3. Flu Shot does not work
4. History of Guillain-Barre
5. Personal Choice
6. Pregnancy
7. Previous Reaction
8. Religious Reasons
9. Side-Effect Concerns

**I understand that I will be required to wear a mask, while working, if I am not vaccinated during a period of influenza activity as defined by policy and determined by the local system.**

I have read and fully understand the information on this declination form.

Signature: \_\_\_\_\_

Name (print): \_\_\_\_\_ Department: \_\_\_\_\_ ID Badge # \_\_\_\_\_

Name (print) of individual accepting declination: \_\_\_\_\_ ID Badge # \_\_\_\_\_

FLU / declination / 2012-2013 revised 9/20/12 JR

2013-2014 INFLUENZA VACCINATION WRITTEN DECLINATION FORM

I, \_\_\_\_\_ CAN NOT RECIEVE A FLU SHOT.

Print Name

Department \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

I acknowledge that I am aware of the following facts:

- Influenza is a serious respiratory disease; on average, 36,000 Americans die every year from influenza-related causes.
- Influenza virus may be shed for up to 24 hours before symptoms begin, increasing the risk of transmission to others.
- Some people with influenza have no symptoms, increasing the risk of transmission to others.
- Influenza virus changes often, making annual vaccination necessary.
- I understand that the influenza vaccine cannot transmit influenza and it does not prevent all disease.
- I have declined to receive the influenza vaccine for the 2013-2014 season. I acknowledge that influenza vaccination is recommended by the Centers for Disease Control and Prevention for all healthcare workers in order to prevent infection from and transmission of influenza and its complications, including death, to patients, my coworkers, my family, and my community.

**Knowing these facts, I decline vaccination at this time and am utilizing the Medical or Religious Exemption as evidenced by the signature of my physician or religious leader.** I may change my mind and accept vaccination later, if vaccine is available. If I choose to receive the vaccine after masking levels are in effect, I will be required to continue to mask for 14 days after immunization. I have read and fully understand the information on this declination form.

I decline vaccination for the following reason(s). Please check one.

I have a medical contraindication to receiving the vaccine.

\_\_\_\_\_  
Physician Name (Please Print)

\_\_\_\_\_  
Physician Signature

\_\_\_\_\_  
Date Signed

\_\_\_\_\_  
Phone Number


My philosophical or religious beliefs prohibit vaccination.

A religious waiver is allowed only if the influenza vaccination will violate a central belief of your religion. Any justification would need to be based on religion, not science, and does not include held beliefs regarding secular, cultural or political matters.

Signature \_\_\_\_\_  
Religious Leader

Date \_\_\_\_\_

**Please return the completed form to the People Department by November 1, 2013.**

2013\_2014 Influenza Declination. 

Attachment 2

(copied from <http://www.newsmaxhealth.com/Headline/influenza-virus-flu-vaccine-Peter-Doshi-Ph-D-/2013/05/16/id/504942> for your convenience)

# Johns Hopkins Scientist Slams Flu Vaccine

Thursday, 16 May 2013 06:33 PM

By Sylvia Booth Hubbard

A Johns Hopkins scientist has issued a blistering report on influenza vaccines in the British Medical Journal (BMJ). Peter Doshi, Ph.D., charges that although the vaccines are being pushed on the public in unprecedented numbers, they are less effective and cause more side effects than alleged by the Centers for Disease Control and Prevention (CDC). Further, says Doshi, the studies that underlie the CDC's policy of encouraging most people to get a yearly flu shot are often low quality studies that do not substantiate the official claims.

Promoting influenza vaccines is one of the most visible and aggressive public health policies in the United States, says Doshi of the Johns Hopkins School of Medicine. Drug companies and public officials press for widespread vaccination each fall, offering vaccinations in drugstores and supermarkets. The results have been phenomenal. Only 20 years ago, 32 million doses of influenza vaccine were available in the United States on an annual basis. Today, the total has skyrocketed to 135 million doses.

"The vaccine may be less beneficial and less safe than has been claimed, and the threat of influenza seems to be overstated," Doshi says. Mandatory vaccination policies have been enacted, often in healthcare facilities, forcing some people to take the vaccine under threat of losing their jobs.

The main assertion of the CDC that fuels the push for flu vaccines each year is that influenza comes with a risk of serious complications which can cause death, especially in senior citizens and those suffering from chronic illnesses. That's not the case, said Doshi.

When read carefully, the CDC acknowledges that studies finding any perceived reduction in death rates may be due to the "healthy-user effect" — the tendency for healthier people to be vaccinated more than less-healthy people. The only randomized trial of influenza vaccine in older people found no decrease in deaths. "This means that influenza vaccines are approved for use in older people despite any clinical trials demonstrating a reduction in serious outcomes," says Doshi.

Even when the vaccine is closely matched to the type of influenza that's prevalent, which doesn't happen every year, randomized, controlled trials of healthy adults found that vaccinating between 33 and 100 people resulted in one less case of influenza. In addition, says Doshi, no evidence exists to show that this reduction in the risk of influenza for a specific population — here in the United States, among healthy adults, for example — extrapolates into any reduced risk of serious complications from influenza, such as hospitalizations or deaths, among seniors.

"For most people, and possibly most doctors, officials need only claim that vaccines save lives, and it is assumed there must be solid research behind it," says Doshi. Unfortunately, that's not the case, he says.

Although the CDC implies that flu vaccines are safe and there's no need to weigh benefits against risk, Doshi disagrees. He points to an Australian study that found one in every 110 children under the age of five had convulsions following vaccinations in 2009 for H1N1 influenza. Additional investigations found that the H1N1 vaccine was also associated with a spike in cases of narcolepsy among adolescents.

Doshi's concerns echo those of Dr. Russell Blaylock, a neurosurgeon and author of "The Blaylock Wellness Report" who has deep concerns over the safety and efficacy of the flu vaccine.

Not only is the vaccine not safe, Dr. Blaylock tells Newsmax Health, it doesn't even work. "The vaccine is completely worthless, and the government knows it," he says. "There are three reasons the government tells the elderly why they should get flu shots: secondary pneumonia, hospitalization, and death. Yet a study by the Cochrane group studied hundreds of thousands of people and found it offered zero protection for those three things in the general community. It offered people in nursing homes some immunity against the flu — at best one-third — but that was only if they picked the right vaccine."

A study released in February found that the flu shot was only 9 percent effective in protecting seniors against the 2012-2013 season's most virulent influenza bug.

What's even worse is that small children who are given the flu vaccine get no protection from the disease. "The government also says that every baby over the age of six months should have a vaccine, and they know it contains a dose of mercury that is toxic to the brain," says Dr. Blaylock. "They also know the studies have shown that the flu vaccine has zero — zero — effectiveness in children under five."

For most people, says Dr. Blaylock, flu vaccines don't prevent the flu but actually increase the odds of getting it. The mercury contained in vaccines is such a strong immune depressant that a flu shot suppresses immunity for several weeks. "This makes people highly susceptible to catching the flu," he says. "They may even think the vaccine gave them the flu, but that's not true — it depressed their immune system and then they caught the flu."

Mercury overstimulates the brain for several years, says Dr. Blaylock, and that activation is the cause of Alzheimer's and other degenerative diseases. One study found that those who get the flu vaccine for three to five years increase their risk of Alzheimer's disease 10-fold.

Doshi asserts that influenza is a case of "disease mongering" in an effort to expand markets. He points to the fact that deaths from flu declined sharply during the middle of the 20th century, long before the huge vaccine campaigns that kicked off the 21st century.

Why do drug companies push the flu vaccine? "It's all about money," says Dr. Blaylock.

"Vaccines are a pharmaceutical company's dream. They have a product that both the government and the media will help them sell, and since vaccines are protected, they can't be sued if anyone has a complication."

Doshi's article "is a breath of fresh air," says Dr. Blaylock. "This article exposes in well-defined and articulate terms what has been known for a long time — the flu vaccine promotion is a fraud.

"Here's the bottom line," says Dr. Blaylock. "The vast number of people who get the flu vaccine aren't going to get any benefit, but they get all of the risks and complications."

11/12/13

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Dear Representative Thiesfeldt,

I am so happy to see that a hearing has been scheduled to address AB 247 (Influenza Vaccine Exemption Bill)! I strongly support this bill and although I cannot appear in person, I would like to share my testimony for you to submit on my behalf. I would appreciate it if you would withhold my name in connection with this statement as I am currently attempting to obtain a vaccine exemption at my place of employment and do not want to **jeopardize** my chances. Thank you for working on behalf of health care workers across Wisconsin!

Sincerely,

XXXXXXXXXXXX

November 11, 2013

To the Assembly Committee on Health,

I have worked as a licensed practical nurse for 37 years. I am presently employed at a small, rural clinic in western Wisconsin. Last February my employer sent out a facility wide email stating that anyone not receiving the influenza vaccine by November 1, 2013 would be terminated. It came as quite a shock to many of us that our employer would go to this extreme in obtaining flu shot compliance and even more shocking, that this was even legal. Our CEO stated that this new policy was being announced early enough in the year so that anyone who wanted would have the time to obtain other employment. This was like a slap in the face to those of us who have spent our whole career serving others. I immediately began searching for a new job, but between living in a rural area and the slowing down of the economy, I have not been able to find other work. I have also been subject to varying comments from co workers and management alike, criticizing my opinion on the flu vaccine.

I have had to put up with statements at my job such as:

You deserve to be fired (from a co worker).

Don't think you can get a job anywhere else. Everyone is doing this (from my supervisor)

Those religious nuts and their anti flu vaccine beliefs are driving me nuts (from a provider)

You can always quit your job and go work someplace else if you don't want the vaccine (from our CEO)

I have yet to see a religion that prohibits flu vaccines (from our human resources director)

Not only is my right to make my own health care choices being denied, but I am being subjected to statements and accusations that nobody should have to put up with in the workplace. Is this really what being a citizen of the United States means? That only a select group has the right to exercise their freedom? Why is it against the law for the government to force an individual to receive unwanted interference in their health care, but it is legal for an employer to do so?

My research this past summer has shown that the efficacy of the flu vaccine is mediocre at best. While the medical community does not want it publicized, seeing as it is generally



considered safe, there are instances of an individual being stricken with serious side effects as a result of this vaccine. What about those of us not willing to take that risk?

As a nurse, my license and job would be taken from me if I forced a patient to accept any type of treatment that went against their wishes. I ask that you allow healthcare workers to be given the same respect in regards to deciding whether they will receive the flu vaccine.

As of today, I am waiting to hear if I can be exempted from taking the vaccine based on a "sincerely held personal belief". This exemption will only be granted if I can supply a letter from my clergy and pass an intense interrogation from members of a board chosen by my administration. If I am not granted this exemption I will have the choice of either receiving the vaccine against my will, or being terminated.

I ask that you vote in favor of this bill and protect the rights of health care workers across the state. We are citizens and individuals just like anyone else and deserve to be given the freedom to direct our own health care decisions. No one should have to choose between a vaccine and their job.

Thank you for your time.

**Hutkowski, Hariah**

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**From:** Liz Schreck <justracing20@gmail.com>  
**Sent:** Monday, November 11, 2013 8:26 AM  
**To:** Rep.Thiesfeldt  
**Subject:** Re: AB 247 (Influenza Vaccine Exemption Bill) Public Hearing Scheduled

I would like this letter to be considered for the fight against requirement for flu shot. I am totally against forcing someone to get a flu shot & they have your back against the wall when they say "it's the shot or your job." I have never had the flu shot & it has always been my choice. I work in the airline industry for 19yrs without getting it. Why do I want a virus in me???? I don't. Even reading about how many strains of the flu there are, there's no guarantee I won't get it even with the shot. This should be a personal choice. Please stop this madness. I have seen many of my coworkers with sad faces because they didn't have a choice.

11/1/13

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I am employed by a healthcare facility which requires the flu vaccine for employment. I have worked for this company for over 20 years and never had the flu shot until it was forced upon me two years ago. The first year I received two threatening letters from my employer after requesting an exemption. I ended up taking the flu shot in order to keep my job.

After receiving an allergy test, I discovered I am allergic to one of the ingredients in the flu shot. Each time I receive the flu shot I have acquired uncomfortable side effects including headaches, dizziness and nausea. But, unless one has a life threatening condition that requires emergency medical attention you do not qualify for exemption. So, I guess to qualify you would need to die first.

I understand the reason for encouraging employees to take the vaccine, but I disagree with the policy that requires me to take it for fear of losing my job.

I also object to putting formaldehyde and other objectionable ingredients into my body, unless it would be needed for a disease I am known to be suffering from.

In addition, I have no direct patient contact, and I work from home, so it would seem the flu shot mandate would not be necessary for my employment.

Anonymous

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**Hutkowski, Hariah**

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**From:** I foster <lfoster@goldenyearsofwalworth.com>  
**Sent:** Monday, November 11, 2013 8:39 AM  
**To:** Rep.Thiesfeldt  
**Subject:** Bill AB 247

Dear Representative Thiesfeldt,

While I am living in Wisconsin district 32, I still want to let you know that I support you and the other representatives in regards to bill 247. You are spot on in your reasoning. Many of my colleagues in the field of healthcare will disagree with sound reasoning, but there are many who are voicing exactly what this bill stands for.

My prayer is that this bill will pass. I thank you and those in the assembly who are making a stand on this over inflated issue.

Sincerely,  
Laura Foster RN-ADON  
[lfoster@goldenyearsofwalworth.com](mailto:lfoster@goldenyearsofwalworth.com)  
Golden Years of Walworth  
270 Ridge Road  
Walworth Wi, 53184  
262-394-1716

Hutkowski, Hariah

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**From:** drbrandon@fletcher-chiropractic.com  
**Sent:** Monday, November 11, 2013 8:50 AM  
**To:** Rep.Thiesfeldt  
**Subject:** My Forced Vaccination

Dear state representative Thiesfeldt,

My name is Dr. Brandon Fletcher. I am a chiropractor in the Oshkosh community. I was recently forced out of Aurora insurance due to refusing to take the Flu vaccine. Even with providing their review board with adequate information about the flu vaccine and personal feelings. I was still denied and can no longer treat patients as a "in network doctor." Forcing those patients to pay higher premiums for no clinical reason. I'm not giving my patients any less care because of my lack of vaccination.

Aurora is trying to dictate how I practice as a clinician. They have instilled fear in their own workers by threatening with loss of job if they do not get vaccinated by a certain time. Till then Aurora is forcing their employees to wear masks with stickers that say "I'm not vaccinated". I have friends and family that work for this Hospital, so this is not speculation.

My larger fear about this forced vaccination is not the flu. It is what is next? Why not force us all to get the HPV vaccine or Shingles. It is a loss of personal choice and freedom. What is worse if the research from around the world shows that the flu vaccine is minimally effective with minimal change on the death toll. This is not small pox or some major plague that is killing uncontrollably. This is the Flu and it will come every year with a new strain and design. We as a society should understand, that we can not control the flu and forcing people to think we can, is a joke.

Overall I support you on your way to Madison. If you need any more information please let me know.

-Brandon Fletcher D.C.

1/2 (33)

**Matthews, Meagan**

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**From:** ZombieTaunTaun <zombietauntaun@gmail.com>  
**Sent:** Monday, November 11, 2013 8:01 PM  
**To:** Rep.Thiesfeldt  
**Subject:** responding to your email about the vaccination and would like this read.

To Whom it may concern:

I worked at the Dunn County Health Care Center as a nurse's aide for the past 24 years in that 24 years I was never in trouble for anything. 2 years ago the facility I worked at wanted us to get a flu shot or you were mandated to wear a mask. The first year I wore the mask from December until the first part of June. This past year I wore the mask from December to the weekend before Memorial weekend. The one thing you have to understand, I work in a facility that the average temperature of the building is 85-90 degrees depending in what part of the building you are working at. In April I had went home from heat exhaustion from the heat, but also from wearing the mask for almost 7 hours straight. We are not allowed to take the mask off only at break times. So I decided after talking to the state people on the phone who in part said that that "the State does not mandate facilities to get the flu shot nor do they mandate people to wear a mask". It is up to the facility to decide that. And also I checked the CDC website that said that the flu was done in our area as of May 18<sup>th</sup>. With both of those factors in place I decided to no longer wear the mask. I was told by nurse in charge to wear it. I politely told her no and why I would not.

The following week I was brought into my Director of Nurses office and was told by her and the Administrator to leave, I assumed I was fired, but later found out I was put on Administration leave. I was not called for almost 3 weeks and when I went in to plead my case I was treated disrespectfully and then the next day was fired through a letter in the mail.

I worked with girls where the DON would make remarks such as "are you ready to get the shot yet" I was given dirty looks from the DON when I would have the mask just below my nose so I could get a little fresh air and there were no residents in my proximity. I would be in the nurses office with my mask down, and was given a dirty look and told "we don't do that." This is also the same woman who told me that after I talked to her about having heat exhaustion that I could go in a residents room as long as it was empty or the stairwell and take my mask off to get some air. Well working in a nursing home there is not enough time in the day to do what she suggested and after talking to the State people, had I been caught by a State person I would be in big trouble if caught with my mask down. So I was screwed either way.

I am all for protecting the residents that I worked with, but what about the safety of the people who are required to get a shot just so they can keep their job? If I get cancer from this stupid shot will they provide my children with a mom and a wife for my husband? Will they take care of my family financially, probably not! They have not proven to me that the shot is even safe, nor that it is 100% effective. I am a intelligent woman and have done my research on vaccinations and from my findings they are not safe nor do they provide the protection for the elderly that I have taken care of.

In closing, I loved the residents that I provided care for, but after losing my job I had to reevaluate whether I wanted to be put in the position again of being forced to wear a mask for 6 months of the year or get the shot. I was good at what I did, but I just couldn't go through the headache of this again.

We live in America where it is increasingly becoming a society that cares only for the mighty dollar, that the government feels the need to take care of us whether we want it to or not and infringing upon the rights of individual people whether it makes sense or not, just so the government can fill its pockets with money. The flu shot is not about protection it is all about money.

Sincerely,

Kelly Pember

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I have to work that day otherwise I would be down there speaking..best wishes to you and thank you for taking up the fight and it is a fight!

**Matthews, Meagan**

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**From:** Lynn Hutchinson <glhutch@live.com>  
**Sent:** Monday, November 11, 2013 9:17 PM  
**To:** Rep.Thiesfeldt  
**Subject:** AB247

Hello Representative Thiesfeldt. Although I do not reside within your district, I hope you do not mind hearing from me as I am in the 69th and am without representation until after the upcoming election. It is my understanding that AB247 is currently under consideration and you are a co-sponser. I would like to express support for the legislation as does my wife. We are both full time employees of the Marshfield Clinic with 27 years for me and 15 years for her. As you probably know, the clinic is requiring all employees to receive the annual flu vaccine or face termination. Neither of us are the least bit comfortable with either the effectiveness or safety of the vaccine and would never decide on our own to be vaccinated. As a result, we face the loss of both of our full time jobs or agree to vaccination. We of course would like you to pass along our concerns to the assembly and lend our support to you and the other Representatives who are working to pass AB247. Thank you.



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**Matthews, Meagan**

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**From:** rebekah petrie <beck\_peachtree@yahoo.com>  
**Sent:** Monday, November 11, 2013 8:48 PM  
**To:** Rep.Thiesfeldt  
**Subject:** Mandatory Vaccine exeption bill

Hello,

I am writing to give testimony to the mandatory vaccine exemption bill.

My name is Rebekah Tank, On October 31, 2012, I was 6 month pregnant and lost my job and my family's health insurance because I refused to take the mandatory flu vaccine. I was denied personal, medical, and religious exemption. I was told I had no proof that the vaccine would harm me or my baby even though the insert with the shot said " not proven safe or effective for pregnant or nursing mothers. " My family and I fought very hard to find a way around this. We heard alot of support for what we were trying to do, but in the end we ran out of time and I lost my job. Nobody should have to chose keeping their job over protecting their baby. Agnesian Healthcare made it VERY clear they did not care about my what happened to my baby as long as I took the vaccine! That's WRONG! I hope this help's end this madness.

Thank you for giving us a voice on this subject.

Sincerely, Rebekah Tank

11/11/13

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*Dear Representative Thiesfeldt,*

*As I am unable to attend the hearing for AB247 in person, I would ask that you intercede for myself, and other health care workers who have a personal interest in this bill. For obvious reasons, being risk of losing my job, I request to remain anonymous. I am in the process of attempting a Religious exemption, based on my beliefs, but have minimal confidence in it being granted.*

*If a copy of my clinic's **Immunization of Clinic Workers** policy, or email "warnings about non-compliance" would be helpful, please send me a fax number to send it to. Thank you.*

To whom it may concern:

As I am unable to attend the public hearing for AB 247, I wish to have my thoughts shared before the committee.

I am an RN of over 30 years and consider myself well-informed on both sides of the issue, from a public health and personal safety perspective.

I personally have taken the vaccine in past years, and abstained in more recent years. I have taken the time to research and inform myself about vaccines, and have made my own risk/benefit conclusions. What I strongly object to, is any law that makes it mandatory for an individual to have a foreign substance injected into their body against their will or beliefs.

I currently work in a telephone-based nursing role with minimal exposure to patients. I have a family history of vaccine-precipitated Guillan-Barre syndrome. These reasons alone are not adequate to exempt me from having to get an employer-mandated flu vaccine.

I have been employed as a Registered Nurse since 1976, and with my current employer for the past 16 years. For 2013, my employer has mandated that 100% of its staff will receive the flu vaccine this year by 12/1/13, with loss of employment for non-compliance. While some may argue that I have a "choice" in this matter- find a different job or field to work in- I would argue that having vested over 40 years of my life training for and continuing my knowledge in this career, it is asking a tremendous sacrifice of myself and others in my position to forfeit experience, seniority and a job that I enjoy, because I choose to stand up for my decision not to receive this vaccine.

Having made it my mission to be proactive in my own preventive health care, I find it a direct contradiction to my beliefs, to knowingly inject a substance containing known carcinogens \*(formaldehyde, mercury, Triton X 100) and pathogens (potentially contaminated or diseased chicken material) into my body. Not only are these documented harmful substances, but the pharmaceutical manufacturers admit that "Fluzone has not been evaluated for carcinogenic or mutagenic potential, or the impairment of fertility. And that "animal reproductive studies have not been conducted: it is also not known whether Fluzone can cause fetal harm when administered to a pregnant woman or can affect reproductive capacity." \*information found on manufacturer's package insert.

Allow me to add, that as a nurse, I am aware of the benefits of certain medications and treatments. Professionally, and ethically, I do not attempt to impose my beliefs on patients or co-workers. When I recently had a tick bite resulting in documented infection, I availed myself to

medical evaluation and treatment with a prescribed antibiotic. However, as an educated and informed consumer, I exercise my right to making personal health care choices; whether to use a cholesterol-reducing drug, or work with dietary measures. As a clinic employee and healthcare worker in our country, we are asked to be sensitive to cultural and ethnic diversity. We are to respect a patient's right to refuse a blood transfusion or stem cell use, based on their religious or personal beliefs. We are to provide dietary choices based on Jewish, Hindu, Muslim, Vegan or other beliefs. And yet as an employee, I am being coerced to receive a vaccination, against my beliefs, or be terminated from employment.

My employer's **Immunization of Clinic Workers Policy** states it has been implemented for the safety and health of its patients that are more vulnerable to communicable diseases and may have a greater risk of adverse complications to such diseases than the general public. To this I reply, that each individual should have the *right* to do their own research and form their own conclusions about safety and efficacy. If a healthcare employee or patient feels "safe" getting a vaccine, and believes it will limit their acquiring the flu or other specified disease, then they should receive the vaccine and feel protected from unvaccinated persons who might harbor or develop symptoms of the disease.

However, knowing that the efficacy rate of the current Fluzone vaccine( as stated in package insert) is 60% for H1N1- with 39% being immune "pre-vaccine", 74% of H3N2- with 34% immunity "pre-vaccine, and 54% for Influenza B, and 41 % immune "pre-vaccine", getting the vaccine in no way affords 100% protection, and I believe the safety hazards outweigh the benefits. Furthermore, I believe that patients are far less likely to catch the flu from clinic employees versus other public places. As a population, medical personnel are educated to the effectiveness of frequent hand washing- the clinic stocks its exam rooms and restrooms with disinfectant soaps and waterless hand sanitizers. We are trained in our professions to cover our coughs and sneezes and disinfect surface areas. As an employee group, we have access to good health insurance and paid-time off benefits, enabling most Clinic employees to be able to stay home when ill. On the other hand, these same "vulnerable patients", will be observed shopping in big department and grocery stores, eating out at restaurants, and attending school athletic events and performances. The staff and customers in retail and fast food establishments are not able to wash hands between customers or after coughing /blowing his nose, and they are less likely to stay home from work when ill, due to having no paid leave, or even at risk of losing their job for failure to come in. Some of these same employers require employee to get a "medical excuse" if they miss a day of work, and without good insurance, the individual cannot afford to see a medical provider, or loss of wages, so are more likely to go to work when infected.

My employer in central WI has approximately 6,700. Many of these individuals are being forced to sacrifice their right to make medical decisions regarding their personal health care and safety, and are having to subject themselves, unwillingly, to receive the vaccination in order to remain employed and able to provide a home and food for their families. Health Care facilities across the country are adopting the mandatory vaccination policy, which I fear will eventually force many qualified health care providers( who have done their research and have legitimate reasons for abstaining from certain vaccinations) to leave the field, and deter young people entering college to pursue the medical field. This could result in hospitals, clinics and nursing homes being staffed by persons there only because they needed the job.

If mandatory vaccination policies such as these are allowed to occur in the healthcare arena, where I am affected, I foresee it will only be the beginning. Soon it will affect YOU or your family members, when it spreads over to teachers, daycare providers, bus drivers and beyond. I appeal to the legislators of WI to examine this subject of mandatory vaccination objectively and thoroughly, bearing in mind the precedents that are being set and the future ramifications. My employer's **Immunization of Clinic Workers Policy** clearly states that if an employee has not received the annual influenza vaccine, or obtained a medical and/or religious exemption by 12/1/13, terminations will be initiated started 12/9/13. I, and others like me, could join the ranks of unemployed in less than 30 days.

Respectfully submitted,  
XXXXXX, RN  
(name withheld to protect my employment)

FROM A PRIOR EMAIL THIS PERSON SENT on 11/11/13:

Thank you for your interest in this issue. It is unlikely that I will be able to attend the hearing, as much as I would like to be there to speak for myself and other co-workers at XXXXX Clinic who are facing termination if not receiving a flu shot. (I am scheduled to work actually, and short of having a feigned illness, doubt I could get the day off) I plan to send you a "testimony" to present on my behalf- which I will compose and send later this evening, (when not at work)....I also have the clinic "policy" that I would like to fax to you, if you could provide a FAX number.

MANY of the clinic's 6,700 are being forced to receive a vaccination against their beliefs, because they NEED to retain their jobs. I plan to submit a Religious Accommodation appeal, but do not know if it will be granted. If not, I am prepared to take early retirement, as I have the luxury of having turned 60 this past May and could access my 401 K if I have to. However, I had planned to continue working as a nurse for another 4-5 years. On behalf of the many co-workers who are under this age bracket, I hope that Wisconsin legislators will be pioneers in taking a stand to protect individual freedoms.

Attachments  
from →  
Same  
person next  
3 pgs

**Email sent 8/30/13 from Employee Health Director**

On August 13, the XXXXX Clinic Board approved changes to the Immunization of Clinic Worker policy

The biggest change will be that all employees will be required to receive the seasonal influenza vaccination prior to December 1 of the flu season or have a validated medical or religious exception to the vaccination. (Note: the link in the policy for the religious accommodation is currently not working. This document is attached)

Under the previous Seasonal Influenza Policy, "Reasons of conscience" was an allowable reason for not getting vaccinated, this has been eliminated and only Medical or Religious reasons for not being vaccinated will be considered.

Other changes include:

Adding Hepatitis B vaccination as a condition of employment (current and new hires)

Adding in other vaccine preventable diseases based on the risk of exposure at work.

The changes apply to all XXXXX Clinic employees, including those that do not work in a medical facility or work outside of the XXXXX Clinic system.

A question and answer sheet, the request for medical exception, and the religious accommodation request are attached to this e-mail.

Questions not addressed in the attached can be directed to me.

We anticipate that we will be starting the seasonal influenza program hopefully by next week. Most workers in Clinic facilities should be able to receive their vaccination in the department they work. Employee Health will be sending out more information on this shortly.

We do ask that employees that need a medical exemption or religious accommodation get these requests in as soon as possible so that they can be reviewed and processed. The December 1 deadline for vaccination or approved exception will not be extended for requests filed at the last moment.

Manager, Employee Health and Safety

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**MEMO Email dated 11/6/13**

TO: XXXXX Clinic Physicians and Staff  
FROM: Medical CEO, MD  
RE: Influenza Vaccination

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In August, the Clinic Board of Directors voted to increase our efforts to provide a safe environment for our patients, employees and staff by requiring that all employees and staff be vaccinated for influenza by December 1, 2013 unless exempted for medical or religious reasons as detailed in the policy.

After two months we have made very good progress, and a large number of our employees and staff have received the vaccination. We have a month left to complete the vaccination prior to the December 1<sup>st</sup> deadline. Marshfield Clinic is committed to providing as safe an environment as possible for our patients and our staff and the Immunization of Clinic Workers Policy is being implemented to assist with this commitment. Employees that are not in compliance with the policy by December 1 will be subject to the disciplinary action per the policy.

Thank you to those who have already received the vaccination and I ask those that have not done so to work with the Employee Health and Safety Department to receive your vaccination as soon as possible.

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**11/6/13 EMAIL FORWARDED , BY Dept manager, to non-compliant staff**

Hello,

Please follow up on this ASAP.

Thank you,  
MM, RN, BSN, Manager

**From:** Employee Health and Safety Manger.  
**Sent:** Wednesday, November 06, 2013 4:44 PM  
**To:** MM(my dep mgr)  
**Subject:** Flu Vaccination  
**Importance:** High

As of Nov 1, 2013, Employee Health does not have documentation that the following employees/staff have received the influenza vaccination or have filed a religious or medical exemption. The policy deadline for vaccination or having on file a medical or religious exemption is December 1.

The following time frame will be used relating to this policy for salaried and hourly employees.

Nov 1. Managers notified of all employees/staff that we do not have documentation of policy compliance on

Nov 15. E-mail to employee and manager noting that they are still not in compliance, with a reminder that the deadline is Dec. 1. This letter will constitute the first notification letter under the disciplinary section of the Clinic Worker Immunization Policy.

Nov. 22. E-mail to employee and manager. This notification will constitute the second notification that the employee is still not in compliance per the disciplinary section of the policy. This e-mail will notify the employee that they are still not in compliance and that failure to be in compliance by Dec 1 **will result in suspension from work on Monday Dec 2.**

If the employee is not in compliance during the week of December 2, **termination will be initiated starting on Dec 9.**

Providers will have the same time frame but failure to be in compliance with the policy will be handled by the provider disciplinary process.

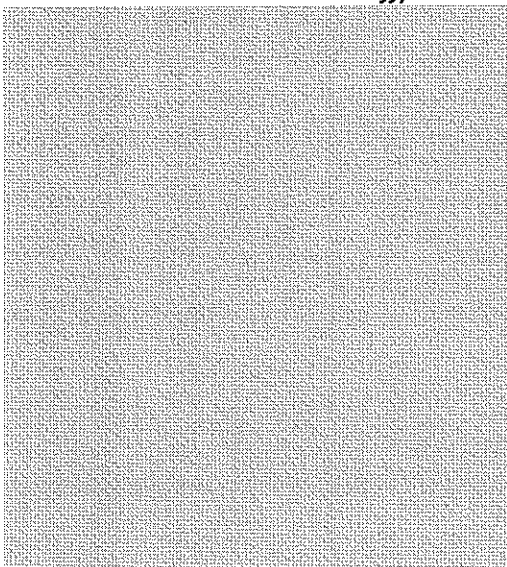
Please review the following list and discuss the requirements of the policy with each employee. Let Employee Health know if the employee is on medical leave and will not be back to work prior to December 1 (please list if you know approximately when the employee will return).

If the employee reports they received the vaccination from their provider, we do not have documentation of that and the employee needs to provide this (they can print their vaccination information from the MY CLINIC portal online. We only need the flu information)

Employees can contact Employee Health to arrange to get the vaccination, or if you have a number of employees that need the vaccination, you can also request another visit to your department by employee health staff to provide the vaccinations. We can also assist with evening or night employees.

If the employee is not working on a Clinic campus, have them contact their area employee health nurse to arrange the vaccination.

***(I have omitted names to protect HIPAA- but original mail forwarded to us all, shared co-workers names with other staff)***



Manager, Employee Health and Safety

## Immunization of Clinic Workers

### 1) SCOPE

System Wide

### 2) DEFINITIONS & EXPLANATIONS OF TERMS

- a) **Animal care worker:** Any employee whose job exposes them to live animals or infectious body parts of animals.
- b) **Center for Disease Control and Prevention (CDC) Declared Outbreak:** Outbreak of a disease that is officially recognized or documented by the CDC.
- c) **Community Outreach Employee:** Personnel that have direct contact with people in the community (i.e. Youth Net program, Americorps program, etc.)
- d) **Contracted Worker:** Any person that is hired through an outside agency. This includes Locum providers that are not directly contracted by the Clinic.
- e) **Employee:** All personnel who are paid by [REDACTED]. This includes hourly/salaried workers, providers, and providers that are directly contracted by Marshfield Clinic.
- f) **Free of Charge:** Vaccinations given by, or at the direction of Employee Health and Safety to employees will be without any charge to the employee.
- g) **Immunity:** Adequate levels of antibodies in a person's blood system thought to protect against the development of a disease.
- h) **[REDACTED] Facilities:** Buildings owned, rented, leased or used by [REDACTED].
- i) **MMR:** Measles, Mumps, and Rubella vaccine. This vaccine is currently only available as a single vaccination with all three vaccines in it.
- j) **Non-responder:** A person who has been vaccinated with the recommended vaccine at recommended doses and intervals for a disease, but does not develop a documentable immunity to the disease.
- k) **Non-Seasonal Influenza:** Influenza not a part of the CDC identified strains of influenza developed for the annual influenza vaccine and virulent enough that a special vaccine has been developed for it.
- l) **Seasonal Influenza:** Influenza strains that are identified by the CDC to be included in the annual influenza vaccine.
- m) **Serologic Testing:** A laboratory study that documents the presence or absence of immune system activity associated with the specific disease.

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- n) **Significant Blood Exposure:** An exposure to blood or other infectious body fluids that would be of a nature as to expose the employee to potential bloodborne pathogens.
- o) **Student:** For the purpose of this policy, a student is a person working at the Clinic as part of an educational program or for the purpose of learning. This includes persons in formal education programs and those shadowing health care providers.
- p) **Tetanus, Diphtheria, Acellular Pertussis (Tdap):** The current vaccine for Pertussis available in the U.S.
- q) **Unfixed Tissues:** Tissue that has not been processed with formalin, alcohol or other chemicals that would render a disease non-infectious.
- r) **Unprotected Exposure:** Exposure to a person with an active disease where appropriate precautions such as mask, respirator, eye protection, skin protection, were not used.
- s) **Varicella:** Chicken Pox
- t) **Varicella Zoster:** Shingles
- u) **Worker:** A person that works for, or in [REDACTED] facilities. Worker would include sales or technical personnel that have contact with clinic patients or staff within the Clinic facilities. Worker does not include persons employed by another company that are working on a short term basis and do not have patient or staff contact (i.e. construction workers working after normal clinic hours.)

**3) POLICY BODY**

The purpose and intent of this policy is to define the immunization standards that will be used by Marshfield Clinic for persons working for [REDACTED] or in [REDACTED] facilities.

- a) Evidence of Immunity
  - i) **Employees:** [REDACTED] requires that all employees of [REDACTED] have positive serologic evidence of immunity on file, or be documented as non-responders for:
    - (1) Measles
    - (2) Mumps
    - (3) Rubella
    - (4) Varicella
    - (5) Hepatitis B
  - ii) **Veterinarians and veterinary workers:**
    - (1) Veterinarians and veterinary workers with exposure to unfixed tissues that have the potential of carrying rabies are required to have serology testing for rabies vaccine antibodies every two years.

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b) Required Immunizations

i) All Employees

- (1) **Vaccination:** All employees, including new hires that do not have a positive titer for the diseases listed under 3.a.i) are required to be vaccinated for that disease as a condition of employment.
  - (a) [REDACTED] Clinic Employee Health and Safety will provide all required vaccinations free of charge.
- (2) **Tdap:** A documented vaccination against Tetanus, Diphtheria, Acellular Pertussis (Tdap), given since 2006, is required for all new hires and all employees.
  - (a) [REDACTED] Clinic Employee Health and Safety will provide Tdap vaccination free of charge for all employees that have not had the vaccination.
- (3) **Influenza:** Documentation of seasonal Influenza vaccination for all workers is required annually prior to December 1 of each year. All persons covered by this policy that start work between December 1 and the end of the influenza season will be required to be vaccinated, or provide documentation of being vaccinated, with the current year's flu vaccine.
  - (a) Influenza vaccinations will be made available to all employees at no charge. Arrangements will also be made to reimburse the cost of influenza vaccination for employees that are not provided access for a free vaccination through the Employee Health Vaccination Process.

ii) Lab Employees

- (1) **Typhoid:** Laboratory personnel identified by lab administration of being at risk of exposure to Salmonella Typhi from work duties are required to have documentation of vaccination for typhoid within the last 5 years. Employees without documentation of current vaccination will be vaccinated with the Typhoid vaccine free of charge.
  - (a) Booster Typhoid vaccinations will be provided free of charge every 5 years.
- (2) **Meningococcal:** Laboratory personnel identified by lab administration of being at risk of exposure to Neisseria meningitides from work duties are required to have documentation of vaccination with the meningococcal vaccine. Employees without documentation of current vaccination will be vaccinated with the appropriate meningococcal vaccine for their age free of charge.
  - (a) Booster Meningococcal vaccination will be provided free of charge every 5 years.

iii) Veterinarians and veterinary workers

- (1) **Rabies:** Veterinarians and other veterinary workers identified by lab administration as being at risk of exposure to Rabies from work duties are required to have documentation of vaccination for rabies within the last 2 years. Workers with an identified potential for exposure that have not been

Immunization of Clinic Workers  
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vaccinated, or have a rabies titer below 1:5 will be vaccinated/revaccinated free of charge.

iv) Students, Contracted Workers, Community Outreach Workers, and other non-Clinic employees:

(1) Prior to starting work for [REDACTED] Clinic; all workers who are not employees of [REDACTED] Clinic but work in a [REDACTED] Clinic facility or have direct contact with patients or community members, will provide acceptable proof of vaccination according to the Center for Disease Control and Prevention (CDC) Immunization of Health Care Personnel Guidelines for:

- (a) Measles
- (b) Mumps
- (c) Rubella
- (d) Varicella
- (e) Hepatitis B
- (f) Tdap

v) Additional Required Immunizations

- (1) **CDC Declared Outbreaks of Vaccine Preventable Disease.** In the event a CDC declared outbreak of a vaccine preventable disease, [REDACTED] Clinic will follow the recommendations of the CDC. If vaccination is recommended; all employees of the [REDACTED] Clinic (or the specific groups of employees identified as needing the vaccination) will be required to be vaccinated against that disease as a condition of employment unless a medical or religious exception is approved.
- (2) **Other Vaccine Preventable Diseases:** If research projects or new laboratory tests expose employees to a not listed vaccine preventable disease; employees identified as at risk of exposure will be required to be vaccinated against that disease.

c) Actions

(1) Laboratory Titer Testing

- (a) [REDACTED] Employee Health and Safety will arrange for laboratory testing to ascertain if evidence of immunity to Measles, Mumps, Rubella, Varicella, Hepatitis B and Rabies (if job risk is present) on all new hires or existing employees that do not have titers on file.
- (b) Employees will not be charged for immunity testing obtained through the employee health and safety department.
- (c) The results of immunity testing done by [REDACTED] Clinic Employee Health and Safety will be provided to the employee and also put into the Employee's Health and Safety record.
- (d) After re-vaccination; Employee Health and Safety will arrange for retesting of the employees titer to document immunity or non-responder status.

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(e) If after receiving the required re-vaccination, a healthcare worker still tests negative for immunity; Employee Health and Safety will document the results and date of re-vaccination in the Employee's Health and Safety record and consider the worker as a non-responder. No further testing or vaccination is required once non-responder status has been documented.

d) Precautions for Non-immune Workers

(1) Employees that are found to be non-immune to Measles, Mumps, Rubella, Varicella, or that have not been vaccinated against Pertussis, need to avoid exposure to any patient that may have Measles, Mumps, Rubella, Varicella (including Zoster), or Pertussis until they have been vaccinated.

(2) Employees that do not respond to vaccination (non-responders) or were recently vaccinated (two to three weeks post vaccination) should also avoid unprotected exposure to patients with Measles, Mumps, Rubella, Varicella (including zoster), Pertussis, or Influenza.

(a) If unprotected exposure does occur, notify employee health and safety of the exposure so that appropriate prophylaxis can be initiated.

(3) Employees that are found to be non-immune to Hepatitis B must report any significant blood exposure immediately to the Employee Health and Safety department so that appropriate prophylaxis can be initiated.

e) Masking

(1) Employees and Staff are required to:

(a) Wear a face mask while at work at the first signs of any respiratory illness, and to wear a mask at work throughout the course of any respiratory symptoms. (Mask needs to be on any time the symptomatic employee has contact with patients, employees or others.)

(b) If direct contact with a patient with Measles, or, Varicella (including zoster), cannot be avoided, employees and staff need to use a N95 respirator, gloves, gowns and eye protection. Face masks may be used for contact with Mumps, Rubella, Pertussis or Influenza patients. This includes employees with documented immunity to these diseases.

(c) Employees that are found to not be masking when potentially symptomatic will be subject to disciplinary action.

f) Other Immunizations

(1) Offered Immunizations

(a) Clinic Employee Health and Safety will also offer vaccinations to specific employee populations for the following diseases.

(i) **Hepatitis A:** Employees traveling on Clinic business to countries or areas where Hepatitis A vaccination is recommended will be offered the vaccination free of charge.

(ii) **Travelers' Vaccinations:** Employees traveling on Clinic business to countries or areas where vaccinations for diseases not listed in this

Immunization of Clinic Workers  
Document ID: 4FAR5N4RSFP7-3-94  
Effective Date: 9/12/2013

policy are recommended will be offered the vaccinations free of charge.

g) Medical Exemptions.

(1) Documentation of Medical Condition.

(a) Employees who have a medical condition that would exempt them from vaccination need to provide a written documentation of their medical condition from their health care provider to the Employee Health and Safety Department. (Medical Vaccination Exemption Form)

(b) Documentation must include the specific medical reason that the employee cannot receive the vaccination.

ii) Review of Medical Condition.

(1) Medical Director of Employee Health and Safety

(a) The medical director of Employee Health and Safety will review all medical conditions submitted for exemption to vaccination. The medical director will utilize vaccine medical exception recommendations by CDC in determining if the medical condition warrants an exception. In addition; information from the United States Public Health Services (USPHS), vaccine manufacturers, Advisory Committee on Immunization Practices (ACIP), other accepted professional medical and public health organizations, and peer reviewed medical literature, may be used in determining if the medical condition should be granted an exception from vaccination.

(b) The results of the review by the Medical Director of Employee Health and Safety will be transmitted to the employee. If the employee disagrees with the findings of the review by the Medical Director, the employee can request an additional review by the Clinic Immunization Review Panel.

iii) Clinic Immunization Review Panel (CIRP)

(1) The CIRP will be comprised of infectious disease, adult/pediatric allergy and other specialties as indicated by the medical condition being evaluated. The Employee Health and Safety medical director will be a non-voting member available for consultation.

(2) The opinion of the CIRP will be communicated to the employee by Employee Health and Safety.

(3) If the CIRP finds that immunization is indicated and the employee continues to refuse immunization; the enforcement portion of this policy will be implemented.

h) Religious Accommodations:

(1) Accommodations for religious reasons for not receiving required vaccinations will be evaluated and if approved, provided by [redacted] Clinic. To request a Religious Accommodation for vaccination, the [redacted] Clinic Religious Accommodation Request Form must be submitted and approved by the Clinic Human Resources department.

i) Enforcement

(1) Employees (Hourly and Salaried)

- (a) Clinic Employee Health and Safety will notify all employees when they are found to be lacking in immunity for measles, mumps, rubella, varicella and hepatitis B. Employees will also be notified if we do not have documentation of a Tdap vaccination since 2006, annual influenza vaccination, or other vaccinations/boosters that are required for their job.
- (b) Employees that do not receive vaccination within one week of initial notification will be sent a second letter along with a copy to their manager.
- (c) Employees who are not vaccinated within one week of the second notice will be suspended from work until documentation of vaccination is received.
- (d) After suspension, if compliance with the policy is not met within the week following the suspension; additional disciplinary action up to and including termination will occur.

(2) Physicians

- (a) Physicians not in compliance with this policy will be referred to the Division Medical Director or the Chief Medical Officer.

**4) ADDITIONAL RESOURCES**

a) References:

- i) CDC Immunization of Health Care Personnel
- ii) Recommendations for Rabies Vaccine and Titer Testing

b) Supporting documents available:

- i) Religious / Accommodation Request Form
- ii) Medical Vaccination Exemption Form

| DOCUMENT HISTORY |  |
|------------------|--|
| Version No.      | Revision Description   |
| 1.0              | New Document   |
| 2.0              | Updated to require vaccination for vaccine preventable disease such as Hep B, Influenza, meningitis, Typhoid, Rabies, and others as indicated. |

When document is printed it becomes an uncontrolled copy. Please refer to DCS system for most current version.

LAST PAGE

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11/11/13

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Dear Mr. Thiesfeldt,

I am writing you to let you know how strongly I feel about the mandatory flu vaccines that employers of healthcare workers are forcing them to get in order to keep their jobs! I never would have thought that we would see the day when such a thing would be a condition of working or losing your job. I feel for all the workers that have had to make the decision of getting the shot, or losing their job, and hopes of possibly getting another one. I speak from experience for I am having to deal with this very issue, which by the time this week is over I will know if I have my job **or** will be forced to leave the premises and not allowed to return. The **stress** and **anxiety** that comes along with this dilemma is wearing and should not have to be something that anyone should have to deal with. This is America after all! Not some communist country with a dictator telling us what we can and can't do, especially when it comes to our health choices. Employers cannot get away with this! I submitted my religious exemption and was told it was not good enough! I know that they say they are concerned for us the employees and that they care about us, and the patients, but I know that is not the real reason. I'm sure it's all about MONEY! If they cared about us they would respect our wishes as human beings. Lets not lose anymore of our freedoms than we already have!!!

Thank you for all your work and effort on this.

I hope that this bill will pass! Best of luck to all!

Sincerely,  
JR

11/11/13

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Dear. Rep. Thiesfeldt,

I am very much in favor of the flu vaccine bill being passed , as I do not believe an employer should have a say in what employees should put into their body. I work for a hospital and the arguement is that we need to protect our patients, I do not have direct patient contact, as a matter of fact I work from home. I do not feel these shots are effective or safe. There are a number of things contained in flu vaccines that many people do not know about and some are carcinogens. I have had to wear a mask for the last several years because I did not recieve a flu shot, and was made to feel like an outcast because of my choice not to vaccinate. People would look at me as if I had the plague. I did find it ironic that over the last two years not once was I out sick with the flu, but many of the people who were given the flu vaccine were out sick once if not more than once. To make matters worse many people came in to work sick with coughs, bronchitis, sneezing, fevers, and those people were not asked to wear a mask. I feel this is discriminating and nothing more than big pharma trying to make more money. Nothing would make me happier than getting this bill passed.

**PLEASE KEEP MY E-MAIL AND NAME INFO CONFIDENTIAL.**

Respectfully,

A concerned voter



**Hutkowski, Hariah**

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**From:** troyandlynn@charter.net  
**Sent:** Monday, November 11, 2013 2:56 PM  
**To:** Rep.Thiesfeldt  
**Subject:** AB 247

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Dear Rep Thiesfeldt,

I am writing to show my support for the AB 247 bill going to hearing tomorrow. I am unable to attend the hearing but want it known that I firmly believe that as Americans we should have the right to make our own decision as to if we want to receive a vaccine or not.

I've never felt so bullied in the work place until the last two flu seasons. Last year it was, "get the vaccine or you have to wear a mask at all times while at work". Fine, I did that (wore a mask). This year it was mandated to get the vaccine or no pay raise in January, with next year's refusal is job termination.

Myself and several others filed for religious exempt forms, some were granted and others not. But again, you couldn't just say religious exempt you had to write up a form explaining your reasons for it, then go through a 30 minute phone interview with which they collaborated and decided if you were sincere or not about the religious waiver.

When did our country stop following our constitutional rights, and decide its ok for employers to dictate how our lives are run! I know the hospital gets its reimbursement according to what percentage of employees get the flu vaccine. How does that make it right? I understand big business puts money in government and in turn get things to go their way. Enough!

Please do not let money do the talking on this one, we as individual Americans need to be able to decide what is right for each of us.

Thank You for your time,

Lynn Phillips, RN

Hutkowski, Hariah

From: moss-noreply@legis.wisconsin.gov  
Sent: Monday, November 11, 2013 1:44 PM  
To: Rep.Thiesfeldt  
Subject: Form Results website comments

## Form submission results

Date: 11/11/2013 1:44:24 PM

| Field Name | Value  |
|------------|--|
| Comments   | jeremy I oppose being madated to get a flu shot. they are putting army worms and pig kidney in the flu shot now and also their is mercury in it which very bad for our brains. it is designed to dumb us down as a nation..please watch the video Thrive by foster gamble and you will get all the info you need to help you make this decision and pass it along to the other senators...thanks for doing what is right.... |
| Email      | <a href="mailto:countrydoctordetox@gmail.com">countrydoctordetox@gmail.com</a>   |
| Name       | Renee waters   |
| Address    | 747 crestview ln   |
| City_state | fond du lac  |
| Phone      | 9209228950   |
| FormName   | website comments   |

Message sent from: <http://legis.wisconsin.gov/assembly/thiesfeldt/Pages/Contact.aspx>

11/11/13

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Dear Mr. Thiesfeldt,

Today I went to the Fond du Lac County building and got the flu shot there. I do not want the flu shot nor have I ever wanted it. I work at St. Agnes hospital and I have been a good employee for the last 17 years. St. Agnes has now a new policy that mandates that everyone has to get the flu shot. When I immigrated to the US from Germany in 1973 I was excited because of the US being a free country, where people had choices. It doesn't feel like this anymore. The bottom line is that if I do not get the flu shot, I have to wear a mask at work ( which feels punitive and is impractical) or I lose my job. Before you get the shot, you have to sign a statement that reads: "I wish to receive the flu vaccine."

This has brought me a lot of stress, because they are asking me to sign something that I do not want. I would like to decide what goes into my body, especially in light of the fact that the flu shot has not been proven to be of any benefit. Since I cannot afford to lose my job, I did comply and got the flu shot at the county and I paid \$ 25 for it. While I still had to sign my name at the county, at least it did not say "I wish to receive the flu shot" .

I would be so thankful if you could vote to make this illegal! Many of my coworkers feel the same way, but are too afraid to make waves out of fear of losing their job.

Sincerely,  
Sigrun ColumbiaI

11/11/13

42

I am a practicing RN in WI, I find it appalling that just because I work in health care I no longer have the right to refuse vaccines. I treat patients every year who have serious reactions to the Influenza vaccine. I have 2 friends who, now have been treated for Gillian Barre Syndrome, one still walks with a cane as a direct result of the Influenza Vaccine. She was an ICU patient for weeks, sent on to a rehab facility for weeks, and still has difficulty walking all related to the Influenza Vaccine. This was last year!! As a patient in a hospital I have the right to refuse to be vaccinated and at my MD's office I can still refuse the injection, but because I work in Health Care if I wish to keep my job I HAVE TO GET THE VACCINE! What happened to my rights?? Will the CDC or my employer pay my bills if I have a reaction to the vaccine? Please give us in Health Care the same right to refuse as the rest of the population!!

XXXXXXXXXX

Regarding Flu Vaccine in the Workplace

Nov. 12, 2013

To whom it may concern:

I work in a long term care rehab facility providing physical therapy to a variety of diagnosis. I have worked in this profession for over 18 years. I maybe have had the normal everyday flu 2 times in my working career. I maybe have missed work due to sickness 5 times during those 18 years. I eat a proper diet and supplement my diet with organic vitamins.

The flu shot has been offered yearly by the company and it is paid for. Each year I had to go through an education process as to why the flu shot is recommended. I have always declined. In the year 2011, the company was again recommending the flu shot. If you chose not to take it, you would be required to wear a mask. Obviously, it is very difficult to communicate with a patient especially ones that are hard of hearing. I chose to get the flu shot that year against my better judgment.

In 2012, the company decided to make it mandatory that all employees get the flu shot. If you chose not to get the flu shot, your employment was terminated.

I ended up taking a different job that does not require the flu shot. I am making less money and it is less hours. I do still work at the prior company at a per diem basis. I just choose to not work during the cold and flu season to avoid taking the flu shot. I miss out on extra wages that I could be earning.

I am also afraid that they will terminate my employment due to not following the companies policies. I know that this has happened to a few of my other coworkers who chose not to get the flu shot.

I chose not to get the flu shot due to the possible side effects, inability for it prevent the flu (only a certain strain which they don't even know what it will be, just a guess), and that I am a healthy active person. My immune system is not compromised by other diseases.

Thank you for your time.

XXXXXXXXXXXX

11/2/13

44

Hi Jeremy,

I am working tomorrow so I would like to email you my story to share. And I will need my name confidential because I still work for Agnesian.

It is mandatory at Agnesian Healthcare to have a flu vaccination in order to keep our employment. For the past 2 years I have tried to get exempt for personnel and religious reasons. Only to be turned down for my personnel reasons not even being looked at because they aren't into natural remedies. Also my religious were turned down because my beliefs were from scripture and not from a church. I feel that Christianity comes from the bible and your heart I don't feel you have to frequent a building to have religious beliefs.

But then my story gets even better. Last year after I had the mist I had a bad reaction with heart racing, Palpitations, dizziness with near passing out. And turned this in to workman's comp and they covered me and assumed responsibility until I had to have an expensive procedure to hopefully get my life back. And then they decided they were no longer responsible and made it impossible for me to have them take care of my medical bills as they should have.

I had a catheter ablation done and am on the mend. \$57,000.00 later Not sure if my life will ever be the same.

So I have been through a lot this past year and still going through things. Not sure Agnesian really cares about the health of there employes as much as the money that lines there pockets from having a certain amount of employees immunized.

Hopefully you will be able to help others before it's too late for them.

I am finally exempt this year but only thanks for my Dr standing up for me. And I will have to wear a mask for all of flu season which seems to be more of a punishment because everyone knows that masks aren't effective.

Thank you for standing up for what's right.

XXXXXXXXXXXXXXXXXXXXX

45

**Matthews, Meagan**

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**From:** Betty Mihlbauer <bmihlbauer@mountcalvarywaukesha.org>  
**Sent:** Tuesday, November 12, 2013 1:02 PM  
**To:** Rep.Thiesfeldt  
**Subject:** Flu Shot

I work with the school system ~ in 1993 I was "forced" to get a flu shot by the principal ~ who stated I needed this as I was with children all day long and exposed to all the various illnesses.

I did get my flu shot ~ gave the principal his paper of proof ~ and promptly became sick for the entire winter.

I was very lethargic, feverish and felt tired all of the time.

My doctor told me that the shot does affect people in various ways and unfortunately my body reacted very adversely.

That was the only flu shot I have had in my entire life ~ I'm still with the school system but no longer required to get the flu shot as the principal saw first hand how I reacted to it.

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**Matthews, Meagan**

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**From:** Diane Kollath <mkdkollath@yahoo.com>  
**Sent:** Tuesday, November 12, 2013 1:42 PM  
**To:** Rep.Thiesfeldt  
**Subject:** Flu vaccine

I am one of thousands of nurses who are opposed to the flu vaccine being mandated. I ,unfortunately, now have a chronic disease due to receiving one vaccine. My lungs look as if I have smoked my entire life and I never have. I have COPD due to the vaccine and am now allergic to many things I never had been before. My pulmonologist has said "he can't tell me how many people he see who have the same signs and symptoms of lung disease who were just fine prior to taking the flu vaccine". I realize this is a billion dollar money maker at the expense of our health. I will never be healthy due to this vaccine. It has destroyed my immune system. I have been "grandfathered" in at my place of employment and in the past have had to wear a mask the entire flu season (9 months) due to a doctor's excuse to not receive the vaccine. They will not hire a person who cannot or will not submit to this vaccine. This is not fair as to not having a voice in what is injected in your body. If everyone knew what really was in a flu vaccine. I think alot more people would be objecting. We are told it's "just a dead virus" but has deadly additives. Most of my co-workers do not want the vaccine but do not want to lose their job either. It should be a choice of what is injected in our bodies. We should not lose our jobs. I am not saying where I work but it is a reputable nursing home/rehab center. Sincerely, Diane Kollath



11/2/13

47

Mr. Thiesfeldt,

I would like to thank you and everyone else that is working on AB 247, I greatly appreciate your efforts.

I am currently employed by Marshfield Clinic and I am in fear of losing my job due to the mandated influenza vaccination. If I don't get it by **Dec. 1st** I WILL be terminated unless I have a medical reason or a religious exemption. I have requested a religious exemption and will be questioned by a panel in a couple weeks. I have offered to purchase and wear masks to prevent any undue hardship for the clinic. My patient contact is rare because I work 5pm to 1 am. Rarely are there patients in my area after 5pm and if there are I don't even have any contact with them. I haven't missed a days work due to illness, nor have I come to work sick in the 3 1/2 years of my employment with this clinic. I have never taken the influenza vaccine, many other co-workers have and have come down with the flu.

I have been looking for other employment but can't find anything that compares with my present job and the benefits that it offers for the type of work that I do. My husband is disabled and I carry the health insurance for our family. I CAN'T afford to lose my job. **I NEVER thought I would be put in a position to inject something into my body that I'm totally against!** There are many other employees that have the very same concerns as I do.

I know the effectiveness of this vaccination is only around 50% for the last couple of years according to the CDC web site. I also know that there are risks with some severe consequences like paralysis, neuropathy and severe allergic reactions. It also contains toxins like thimerosal (mercury) and formaldehyde, "in July 1999, the Public Health Service agencies, the American Academy of Pediatrics, and vaccine manufacturers agreed that thimerosal should be reduced or eliminated in vaccines as a precautionary measure." <http://www.cdc.gov/vaccinesafety/Concerns/Thimerosal/Index.html> I should never be forced to inject something that only has a 50% chance of protecting me.

PLEASE pass this bill.

Thank you,  
XXXXXXXXXXXX

11/12/13

1/2 (48)

Dear Mr. Thiesfeldt,

I received an email from a friend of mine informing me of the meeting Nov. 13 regarding the flu shot vaccination. I will not be able to come to Madison to testify on my behalf what transpired with me regarding the flu shot, but I would appreciate it if you could point it out at the meeting on my behalf.

We were told by our employer that the flu shot would become mandatory this year (2013), and if you did not get an exemption, or did not receive the flu shot, your employment would be terminated. Just a brief update on what took place for me. I chose not to receive the flu shot, but I did turn in a religious exemption, (which was offered along with a medical exemption). I was told my exemption was not approved by Sr. Management, so therefore, according to what we were told, my employment would end. Instead of leaving with "fired" on my record, I chose to retire from my job there. I was employed there for 15 years, did not work with patients, and also was willing to wear a mask during flu season (as stated in the exemption form if it was approved by mgmnt.). I also had never had the flu shot, and never missed any work from being sick. The day before my retirement, Human Resources informed me that they had changed a few things regarding the religious exemption (because two other employees were denied and then chose to sit before a panel and plead their case, and then they were approved). Management now said they finally accepted the fact that there was more to people's faith and what was in people's hearts than what they chose to believe by the exemption form. I chose not to do that because now, along with the denied religious exemption form, a letter from my pastor stating my religious beliefs and what I stood for and how strong I was in my faith, I could turn that in to Human Resources and they would set up an appointment for me to sit before a Personnel committee and plead my case again (and basically beg for my job back). It wasn't worth it to me to have to beg and plead my faith and beliefs, the stress and humiliation I went through, and would go through again, only to possibly be denied again. If they didn't believe or accept what I turned in on the exemption form the first time, what would a letter from my pastor and sitting before a panel, that they chose, make any difference now.

The biggest reason for the push on a mandatory flu shot was because we were told our place of employment had to be at least 95% compliant to receive a kick-back for medicare. Not a good reason to SELL all of your employees out. It is also sad that they had already forced the biggest majority of employees to get the shot before they decided to change the rules. This could possibly have prevented many others from getting something injected in their bodies that they didn't want there in the first place. Several of the employees told me they did not want the shot, but needed their jobs, so was backed in a corner and had to go along with it to save their employment.

Thank you for taking the time to listen to my testimony, and we can only hope this can be stopped so people can choose what they want injected in their bodies instead of being told they have to. It is a pretty stiff sentence to lose your job because you don't agree with their choice for you.

If possible, Mr. Thiesfeldt, I would like to remain anonymous on this issue. If you personally would like to email me for more info, that would be good especially if I can be of help in any way to end this battle.

XXXXXXXXXXXX

49

**Matthews, Meagan**

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**From:** kmaurisak@charter.net  
**Sent:** Tuesday, November 12, 2013 2:52 PM  
**To:** Rep.Thiesfeldt  
**Subject:** Influenza Vaccine Exemption Bill

11-11-13

Dear Rep. Jeremy Thiesfeldt,

As of the date of this letter, I am waiting for an answer from my employer as to whether or not I will be able to keep my job. I have put in for a medical exemption to not receive the flu vaccine. I work at a large medical clinic as a housekeeper during the hours of 5pm to 1am (after clinic business hours). The clinic has made it mandatory for all employees to receive yearly flu vaccinations. There are many of us who may lose our jobs, as we either have medical and/or religious beliefs that require us to decline taking these vaccinations. I personally have both reasons, but have requested a medical exemption and have provided my employer with a doctors note and an explanation of my health problem and why I can't take the vaccine. As I said, I have not heard anything back yet, but I have heard that it's very hard to get the exemption. I have a co-worker who had requested a religious exemption with quite a detailed letter of her beliefs, and she was told that she has to appear by teleconference in front of a review board. What an intimidating thing to have to go through! She has to speak in front of a number of doctors/people, telling her beliefs and being questioned, and then having this board decide if her religious beliefs are good enough.

Our employer states that getting this vaccination is for patient safety, but the truth is, that it's really for reimbursement purposes. My understanding is that by 2015, per Obamacare, a certain percentage of employees have to be vaccinated or health care facilities will lose reimbursement on Medicaid due to a point system where they would be fined for non-compliance.

I personally would like to tell you how much stress and worrying this has caused for me, my family and my co-workers. My husband and I have been struggling financially for quite some time and can't even make it paycheck to paycheck. To be threatened with the loss of my job and healthcare insurance is unbelievable to me. My husband's employer, also a healthcare facility, is requiring mandatory vaccines next year and he was told that he would lose his job if he doesn't take the flu vaccine.

I thought this was America. How can a person be forced to inject something into their body that they can't take medically or that is against their religious beliefs? Or maybe, they just don't believe in putting toxic things into their bodies, such as the thimerasol (mercury) that's in most vaccines.

I would like to thank you for fighting for us against these mandatory vaccinations. Please, please help us to keep our jobs and health insurance.

Sincerely,

Kathrine Maurisak  
1010 8th St.

50

**Matthews, Meagan**

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**From:** Jeanne Chianese <reign.as.king@gmail.com>  
**Sent:** Tuesday, November 12, 2013 4:22 PM  
**To:** Rep.Thiesfeldt  
**Subject:** Mandatory flu vaccines

Dear Rep. Theisfeldt:

I understand you are considering a bill to stop mandatory flu shots. I am in total agreement with this from a freedom perspective and a research perspective. Here are some of the research facts: First of all, medical research indicates that the efficacy of the influenza vaccine is grossly exaggerated. (1) The British Medical Journal questioned the validity of studies claiming that the vaccine is effective, stating that "evidence from system reviews shows that inactivated vaccines have little to no effect on the effects measured".(2) Further, a 2008 issue of the Archives of Pediatric and Adolescent Medicine concluded that "significant influenza vaccine effectiveness could not be demonstrated for any season, age, or setting examined".(3) A 2011 study from the Center of Infectious Disease Research Policy at the University of Minnesota showed there was only, at best, a 1.5% effectiveness rate for every 100 vaccinated. Also, the study reported that 97% of those who DO NOT get the vaccine, DO NOT get the flu. (4) Another Cochrane review of multiple studies of over 70,000 healthy adults led by renowned influenza specialist Dr. Tom Jefferson stated that, "reliable evidence on influenza vaccines is thin, but there is widespread manipulation of conclusions and spurious notoriety of the studies". Also, "there is no evidence that they affect complications, such as pneumonia or transmission."(4)

In addition, there is a lack of evidence to show that vaccinating healthcare workers prevents transmission of the virus. Cochrane researchers in their effort to determine whether vaccinating healthcare workers protects patients found that:

- a) There is no accurate laboratory proven data to determine influenza in healthcare workers.
- b) Studies identified in this publication had a high risk of bias.
- c) The studies found that "vaccinating healthcare workers who look after the elderly in long-term care facilities did not show any effect on the specific outcomes of interest, namely laboratory-proven influenza, pneumonia or deaths from pneumonia."(4)

Dr. Roger Thomas of the University of Calgary, lead author of the paper published in 2010 by the Cochrane Library, said this, "What we were looking for is proof that influenza...is decreased. Didn't find it. We looked for proof that pneumonia is reduced. Didn't find it. We looked for proof deaths from pneumonia are reduced. Didn't find it."(4)

Another exaggeration of the facts is how many people actually die each year from the flu. The Center for Disease Control (CDC), a strong proponent of the vaccine, does not itself believe that influenza is the cause of most pneumonia and influenza related deaths. Their website states, "Only a small proportion of deaths in either of these two categories are estimated to be influenza-related. CDC estimated that only 8.5% of all pneumonia and influenza deaths and only 2.1% of all respiratory and circulatory deaths were influenza-related."(5) In December of 2005, the British Medical Journal

(online) published a report by Peter Doshi, which sorted out the statistics of how many deaths the CDC actually knows died of influenza. “[According to CDC statistics], ‘influenza and pneumonia’ took 62,034 lives in 2001—61,777 of which were attributable to pneumonia and 257 to flu, and in only 18 cases was the flu virus positively identified.” (6) Doshi also showed that from the year 2001, “the CDC actually finds the flu virus in a tiny proportion of people who are estimated to have died from the flu.” (6)

Being vaccinated is not without its risks. There is the risk of dangerous and life threatening side effects in addition to the vaccine containing numerous toxic substances. Possible side effects include, but are not limited to, Guillain-Barre syndrome, chronic inflammatory demyelinating polyneuropathy, acute disseminated encephalomyelitis, acute transverse myelitis, optic neuritis, cerebellar ataxia, giant cell arteritis, peripheral facial palsy, seizures, anaphylaxis, neuropathy, Stevens-Johnson syndrome, and more. (4)(7) Depending on the manufacturer, flu shots contain antibiotics, formalin (formaldehyde exposure can cause weakened immune system, neurological damage, and is a suspected carcinogen.(8)(9)), avian proteins/DNA, avian (stealth viruses), a detergent (Triton X-100), hydrocortisone, MSG (excitotoxin), synthetic vitamin E (highly inflammatory), and thimerosal (mercury which can cause nephro and neurological damage). (4)

The hospital I work for requires employees who refuse the flu vaccine to wear masks from March to Nov to prevent the spread of the flu-- more punitive than safety measure, since the data does not support an endangerment of the general population to the flu or that the flu shots are effective, if there were an endangerment. The data I've shown demonstrates that those who get the vaccine have the same chance of spreading the virus as those who don't get it. Further, at healthcare workers should be entitled to the same rights as our patients. That is the right to refuse treatment as well as to expect to be free from all forms of harassment. (10)

My colleagues and I are very distressed over being forced to submit to a vaccine that isn't even effective or being forced to wear a mask for all our pt care which also is ineffective. This has all been done on the basis of misinformation and possibly a means for some to profit financially.

Here is a Bibliography which will lead you to other sources of research on the vaccine. Thank you for your concern in this matter.

1. Cochrane Database syst Rev 2006; 1.
2. BMJ 2006;333:
3. Arch Pediatr Adolesc Med 2008 Oct; 162 (10): 943-51.doi 10.1001/arch pedi.162.10943
4. <http://vran.org/in-the-news/forced-flu-vaccination-of-healthcare-workers-threatens-health-and-liberty/>
5. [http://www.cdc.gov/flu/about/disease/us\\_flu-related\\_deaths.htm](http://www.cdc.gov/flu/about/disease/us_flu-related_deaths.htm)
6. <http://www.infowars.com/bombshell-18-people-died-of-the-flu-not-36000-as-claimed-by-the-cdc/>
7. Package inserts for FluMist and Fluarix
8. [http://www.naturalnews.com/037653\\_vaccine\\_additives\\_thimerosal\\_formaldehyde.html](http://www.naturalnews.com/037653_vaccine_additives_thimerosal_formaldehyde.html)
9. <http://voices.yahoo.com/formaldehyde-vaccines-toxic-substance-poses-threat-1676841.html>

10. <http://www.passionforpatientcare.org/oth/Page.asp?PageID=OTH101065>

11. [http://www.columbia-stmarys.org/Vision\\_Mission\\_CoreValues](http://www.columbia-stmarys.org/Vision_Mission_CoreValues)

-  
\_Additional research sources concerning the flu vaccine can be found in the article that is #4.

Sincerely,

Jeanne Chianese

[reign.as.king@gmail.com](mailto:reign.as.king@gmail.com)

11/11/2013

Dear Representative,

~~CONFIDENTIAL - FOR OFFICIAL USE ONLY~~

I am sure that by now you have done your best to inform yourself on the influenza vaccine and why so many people are opposed to mandating it for our healthcare workers, so I won't bore you with another letter listing facts and statistics. Instead, I am writing to share my story.

My name is Michelle Pierquet-Hohner. I am 41 years old. Until December of 2007, I worked my entire career in healthcare. For the first 10 years I was employed as a Child Life Specialist at Children's Hospitals. I had an integral role within the care team. My responsibilities included providing emotional, educational, diversional, and developmental support to children to minimize stress of illness and hospitalization, promote optimal growth and development and enhance quality of life.

In 2005, I accepted a new challenging position in which I had the opportunity to create a Patient Navigation program for patients beginning cancer treatment throughout that particular healthcare system. I served as a liaison between patients, families, and healthcare team to ensure above and beyond adequate cancer care and supportive services were provided. I assisted patients in obtaining information on diagnosis, treatment options, insurance and medical assistance. I also worked alongside other community services to provide education and community outreach.

In December of 2007, the hospital I was employed at was strongly encouraging employees and the community to get their flu shot. Like many of the other employees, I believed that this was the most responsible thing to do and so I did.

Approximately a week later, I noticed a strange tingly feeling in my legs and that night I had a difficult time climbing the stairs in my home. I wrote it off as a consequence of wearing fashionable instead of functional shoes. The next day I had difficulty walking. My legs felt very heavy and various co-workers asked me if I was ok. I was a little concerned, but honestly figured it was from working so much and being on my feet for too long. I decided to spend the afternoon working at my desk (thinking I just needed to let my body rest a little.) After an hour or so, I needed to use the restroom and when I tried to stand up, I couldn't. I couldn't feel my toes or legs up to my mid-thigh. I couldn't walk.

I was brought to the ER immediately, where I met with a neurologist who did an initial exam. One of the first questions asked was: Did you receive a flu shot and when? I honestly didn't even think much of it at the time. I underwent a variety of medical tests/procedures. I was told that I had Guillain-Barre Syndrome and that I should call my husband to come from work right away. I explained to them that my husband was working on an important project that evening and wouldn't be available until late. The neurologist then explained to me that I needed to call my husband and any other family right away; that I would likely be sedated and put on a respirator before the end of the night.



Upon my admission as a patient to the hospital (in which I was employed,) our wellness coordinator stopped by my bedside. At first I thought it was a concerned / friendly visit, but when she handed me a copy of the paper I signed prior to receiving this vaccine, I knew that it wasn't a social call. I was honestly confused as at that point I didn't even understand the correlation. It was a while later, when I started to educate myself on the possible dangers of the influenza vaccine, that I was reminded about this strange visit.

I never did need to be put on a respirator - thank God, and I was and am often told that I am one of the lucky ones. I had to spend only a couple of weeks in the hospital. When I was able to move short distances with a walker, I was discharged home for outpatient physical rehabilitation. It was a long painful recovery and a lot of it is forgotten due to the medication they had me on for severe nerve pain. I am going on seven year now and I wish I could say it is all behind me, but I don't think it ever will be. I am able walk without assistance (most days,) however I often struggle with painful neuropathy in my feet and legs and I fatigue very easily. Not convenient at all to a mother of two active little boys.

Not only has this illness affected me physically / emotionally, it has affected me career wise. I loved my career in healthcare. I was dedicated and passionate about helping individuals and families within the system. I was considered a valuable employee. However, the pressure to receive an influenza vaccine has discouraged me to work in healthcare. It could quite possible kill me. I was fortunate to secure a position at a small non-profit. While this is also rewarding, my income is approximately half of what I made in the hospital setting, qualifying me to purchase health benefits for my children through BadgerCare.

I ask if you haven't yet, to please do your research on the influenza vaccine. Unfortunately, I didn't know about the National Vaccine Injury Compensation Program until three years after my diagnosis with Guillain-Barre. Three years being the cut-off to apply for any type of compensation. I was not surprised to read recently that as of July of 2012, there have been more than 84,000 reports of reactions, hospitalizations, injuries, and death following influenza vaccinations reported to the federal Vaccine Adverse Events Reporting System, including over a 1000 related deaths and over 1600 cases of Guillain-Barre Syndrome.

With all this said, I am simply asking you to **PLEASE SUPPORT Assembly Bill 247.**

Thank you for your time and consideration.

Warmly,

Michelle L. Pierquet-Hohner  
1345 Franco Court  
De Pere, WI 54115  
(920) 412-8141  
[M\\_pierquet@hotmail.com](mailto:M_pierquet@hotmail.com)

To: Rep. Thiesfeldt

Cc: Rep. Swearingen & Sen. Tiffany

Re: Influenza Vaccine Exemption Bill (AB247)

I, Timothy C. Stolar of Rhinelander, WI submit this testimony in favor of the Influenza Vaccine Exemption Bill, AB247.

Let me first begin by stating that I am not a doctor, nurse, medical assistant, CNA, or etc. I am however, a Sr. Project Engineer with a company in Rhinelander, WI. Being an engineer, I do not work full time in hospitals or clinics, so it is likely that initially it may seem I have no involvement within the medical field.

However, I believe in serving my community and country much like my Grandfather and Father have done before me, as well as setting a good example for my children. As such, for the past four years I have been a Volunteer EMT-B with the Township of Sugar Camp, in Oneida County. As a volunteer, I need to make myself available to respond to emergencies at all times of the day and night, and it is during medical emergencies that I do come into contact with patients and enter hospitals. Many times it is in the middle of the night, and many times I have to leave my family during family activities to be able to respond.

As an EMT-B, I am paid by the Township of Sugar Camp for my "on call" time. However when responding to a call, I become an employee of St. Mary's Hospital of Rhinelander, WI. It was not until about one year ago that I have been required to take the influenza vaccination. To this date, I have refused this vaccination. I am now under the threat of not receiving my yearly pay raise, and if I do not receive the vaccination next year, my Volunteer position will be terminated.

It has been my experience that when I have received the vaccination, I have become very sick following the injection, and was often sick throughout the winter months. I have only received it twice in my life, and each time I was very sick. I have seen this happen to others as well.

My Wife is a Registered Nurse, so she has routine contact with patients on a daily basis. For her, the influenza vaccine causes similar symptoms to her as it does to me. Last year my Wife had accepted a new position with a local medical group. Doing the right thing, she gave her four week notice to her old employer. One week prior to her starting her new position, she was required to receive the influenza vaccine. This was never a pre-employment requirement. She refused this vaccine and her offer was revoked. There was no justification, and since then she has not been considered for another position within that facility. Because she had given her notice to her former employer, and three weeks had passed, she was now out of a job. Losing that income was very detrimental to the financial health of our household and to the local economy in general.

However, the bigger issue is not I getting sick, my Wife losing a job, or etc. The issue is the attack on our personal rights and individual liberties. Forcing any employee, volunteer, or contractor to receive a vaccination or otherwise hold them hostage over pay or cause them to lose their job is unethical. It is a direct attack against our Fourth Amendment rights to be secure in our persons against unreasonable searches and seizures. While many may consider the vaccination not a search and seizure, it is certainly a seizure if employment or payment is revoked if one refuses.

I believe in the Constitution and the Bill of Rights. I teach them to my children, and tell my children on a daily basis that these documents are the supreme law of the land. That no one can go against what these documents say. And any change to them simply removes our freedoms as American citizens under God. As such, I also teach them to fight any attack on them.

So, if refusal of a vaccination that is not 100% effective means I will no longer be able to be a Volunteer EMT-B and serve the people in my community at their time of need, then I guess that is the case. Instead I will serve my country and community by fighting attacks on our rights and liberties.

I urge all elected officials to protect our rights as American citizens and pass this bill.

Sincerely,

Timothy C. Stolar  
6207 Pine Lake Rd.  
Rhineland, WI 54501

715-550-1225 (cell)  
715-365-0517 (work)

When did the signage in doctors' offices change from "The number one way to avoid the flu is to wash your hands," to "The number one way to avoid the flu is to get the flu shot?" Since when is injecting ourselves with a large dose of toxins, which lowers our immune system for a few weeks, the way to avoid being sick? **Does anyone else even realize that the ingredients in flu shots are known neurotoxins?**

If you look through the flu information on the CDC (Center for Disease Control) website, and use a bit of logic and critical thinking, you can piece the following together in an order that leaves many questions:

CDC does not know exactly how many people die from seasonal flu each year. There are several reasons for this. First, states are not required to report individual seasonal flu cases or deaths of people older than 18 years of age to CDC. Second, seasonal influenza is infrequently listed on death certificates of people who die from flu-related complications. Third, many seasonal flu-related deaths occur one or two weeks after a person's initial infection, either because the person may develop a secondary bacterial co-infection (such as bacterial pneumonia) or because seasonal influenza can aggravate an existing chronic illness (such as congestive heart failure or chronic obstructive pulmonary disease). Also, most people who die from seasonal flu-related complications are not tested for flu, or they seek medical care later in their illness when seasonal influenza can no longer be detected from respiratory samples. Sensitive influenza tests are only likely to detect influenza if performed within a week after onset of illness. In addition, some commonly used tests to diagnose influenza in clinical settings are not highly sensitive and can provide false negative results (i.e. they misdiagnose flu illness as not being flu.) ([http://www.cdc.gov/flu/about/disease/us\\_flu-related\\_deaths.htm](http://www.cdc.gov/flu/about/disease/us_flu-related_deaths.htm))

A number of flu tests are available to detect influenza viruses. The most common are called "rapid influenza diagnostic tests." These tests can provide results in 30 minutes or less. Unfortunately, the ability of these tests to detect the flu can vary greatly. Therefore, you could still have the flu, even though your rapid test result is negative. (<http://www.cdc.gov/flu/about/qa/testing.htm>)

CDC estimates that from the 1976-1977 season to the 2006-2007 flu season, flu-associated deaths ranged from a low of about 3,000 to a high of about 49,000 people. ([http://www.cdc.gov/flu/about/disease/us\\_flu-related\\_deaths.htm](http://www.cdc.gov/flu/about/disease/us_flu-related_deaths.htm))

(Your provider will) Not necessarily (test you for the flu if you have flu-like symptoms). Most people with flu symptoms do not require testing because the test results usually do not change how you are treated. (<http://www.cdc.gov/flu/about/qa/testing.htm>)

Because colds and flu share many symptoms, it can be difficult (or even impossible) to tell the difference between them based on symptoms alone. Special tests that usually must be done within the first few days of illness can be carried out, when needed to tell if a person has the flu. (<http://www.cdc.gov/flu/about/qa/coldflu.htm>)

You may be exposed to a flu virus that is not included in the seasonal flu vaccine. There are many different flu viruses that circulate every year. (<http://www.cdc.gov/flu/pastseasons/1213season.htm>)

Unfortunately, some people can become infected with a flu virus the flu vaccine is designed to protect against despite getting vaccinated. Protection provided by flu vaccination can vary widely based in part on health and age factors of the person getting vaccinated. (<http://www.cdc.gov/flu/pastseasons/1213season.htm>)

In addition to the flu virus, several other respiratory viruses also can circulate during the flu season and can cause symptoms and illness similar to those seen with flu infection. These non-flu viruses include rhinovirus (one cause of

Stephanie Jegen, Milwaukee WI

the "common cold") and respiratory syncytial virus (RSV), which is the most common cause of severe respiratory illness in young children as well as a leading cause of death from respiratory illness in those aged 65 years and older. (<http://www.cdc.gov/flu/about/qa/other.htm>)

To paraphrase the CDC: We do not know how many people die from the flu each year. The very large range estimate is somewhere between 3,000 and 49,000 people, over the course of 30 flu seasons. It does not change a physician's course of treatment whether you actually have the flu or not so usually diagnostic testing is not done, plus, the rapid test is very unreliable. Cold and flu symptoms are difficult "or even impossible" to tell the difference between based on symptoms alone, so we get our numbers using mathematical statistical methods, not facts. Also, you can still get the flu even if you were vaccinated, or you can get a different strain of the flu that is not included in that specific flu season's vaccine.

**So basically, they have no idea how many people die from the flu each year. Since cold and flu have symptoms that are nearly impossible to tell apart, and since specific diagnostic testing is rarely done, how do they know who actually has, or dies from the flu? They only guess which strains will be active each flu season and base the vaccines on that guess.**

It should be every person's individual decision which vaccines they subject their body to. A lot of thought goes into this for each person. Maybe a family knows that since they travel overseas a lot, they choose to have their children vaccinated for diseases that they are more likely to come in contact with in different countries. To that family, it is necessary. A different family, who has a parent who stays home with the young children who have been breastfed for at least the first 1-2 years of life and who live in a more rural setting might decide that vaccinating their children is not essential until a little later in their childhood when their bodies are more able to process the toxins that come along with the immunity. Since the flu shot is seasonal it should be a person's individual decision whether they want a flu shot that particular year. A build-up of heavy metals in our systems is real and dangerous. It should be a woman's decision if she would like to forgo the flu shot in a year when she is worried about carrying her new pregnancy to term, and maybe the next year when she has an infant at home, she will decide that is the year she will get the flu shot.

If you would open an insert packet from a flu shot vaccine you would find some version of the following sentence under section 8 regarding pregnancy: "There are, however, no adequate and well-controlled studies in pregnant women. Because animal reproductive studies are not always predictive of human response, (vaccination brand name) should be given to pregnant woman only if clearly needed." A woman's pregnancy status in the early part of her pregnancy is no business of her employer. How is she supposed to protect her child if she is forced to either get a flu vaccine or be terminated from her job?

In the medical profession, flu mandates or flu shots as 'terms of employment' have employers offering the guilt that "we must do what is best for our patients." This argument folds in on itself when we know that we can still transmit the flu virus even if we are vaccinated. The CDC says that "People with flu can spread it to others up to about 6 feet away. Most experts think that flu viruses are spread mainly by droplets made when people with flu cough, sneeze or talk. These droplets can land in the mouths or noses of people who are nearby or possibly be inhaled into the lungs. Less often, a person might also get

flu by touching a surface or object that has flu virus on it and then touching their own mouth or nose.” (<http://www.cdc.gov/flu/about/disease/spread.htm>) So if someone spreads the droplets into the air, and go talk to someone else in close proximity I have now potentially spread the flu virus.

Individuals who get the flu shot might in fact have a false sense of security regarding their immunity to the flu that year. They might stop doing, or decrease doing, all the dozens of other things that prevent the spread of the flu. Those things include, but are not limited to:

- 1) WASH YOUR HANDS.
- 2) Take a high quality multi-vitamin every day.
- 3) Consume probiotics daily.
- 4) Take a Vitamin D supplement every day.
- 5) Use a high-quality air filter in your home to filter out bacteria and mold spores.
- 6) Get regular exercise to boost your circulation and immune system.
- 7) Use therapeutic-grade essential oils every day! These were the medicines that cured illness and disease before convention chemical medications came on the market. In most cases they work better than pills because they are natural and have no side-effects.
- 8) Minimize exposure to immune-damaging chemicals in our modern-societies everyday products. Examples include: cosmetics, anything with fragrance added, and cleaning products. Most contain chemicals that are carcinogenic.
- 9) Avoid processed foods.
- 10) Eat only organically grown, whole foods.
- 11) Stay hydrated.
- 12) Avoid refined sugar which lowers your immune system.
- 13) Add high quality Omega-3's to your diet.
- 14) Get enough sleep.
- 15) Reduce your stress whenever possible.
- 16) Eat local, raw honey.
- 17) Eat more antioxidants like beta-carotene.
- 18) Avoid touching your eyes, nose and mouth.
- 19) Cough or sneeze into the inside of your elbow or into a tissue.
- 20) Stay away from sick people.

**If the flu shot worked so well, everyone would want to do it. Companies would put out the word that they are having flu clinics and everyone would jump on board because it was so great.** Instead, people have reservations that cannot be ignored. It seems very unnatural to inject ourselves with things that are considered, by the world, as neurotoxic, meaning toxic to our nervous system. Sure there are times when we must do things that we do not want to for the benefit of the outcome. But the flu shot is only, on average, 50% effective and contains harmful toxins. It should absolutely be a personal decision if the benefits outweigh the risks. Americans do risk assessments every day. We do not need employers determining what we decide or what we put into our bodies. Sometimes the benefit will outweigh the risk for an individual; however, an employer casting a universal blanket saying they know what is best is irresponsible.

Stephanie Jegen, Milwaukee WI

We are listening to the sales pitch from flu vaccine manufacturers about how great the flu shot is. Most Americans do not realize that those manufacturers are exempt, by law, from lawsuits regarding the safety of their products. If their products are so great, why do they need legal exemptions?

(<http://www.know-vaccines.org/?p=1106>)

It seems that we all want the short-term answers for everything. Don't want the flu? Get a shot. Don't want high blood pressure? Take a pill. There are other ways to solve these problems but no one seems to want to put in the daily work of doing it the natural way (refer to those points listed above). Injection inserts are filled with tiny print containing all the side effects that any given medication can have. Those are much too frequently overlooked and we tend to get another pill to cure the side effects of the first pill and so on and so forth. We forget that our bodies were designed to fight viruses and bacteria and give us natural immunity.

**Again, vaccines have their place, but individual rights to make decisions are going out the window. You could reply, "Well you can get a different job," but where will we go when every work place requires a flu shot or any number of other things that someone in an offices somewhere comes up with 'for the good of everyone.' Could we take away the jobs of thousands of people who went to school and have degrees in the medical field (that is where this is currently a large issue) because a company decided they wanted to implement policies? Large corporations and insurance companies knowing what is best for us, instead of us making informed and educated decisions on our own, is a slippery slope. When do they start making more and more decisions for us? Since when do I not have a say as to anything that is injected into my body?**

It is very hard for me to justify putting toxins into my body, on a yearly basis, for someone else's benefit. It can be argued that "top medical professionals say it's necessary to get vaccinated." To that I would argue back that bottle after bottle of sunscreen has labels that say "Skin Cancer Foundation recommended," but they fail to mention that the number one active ingredient in over 90% of sunscreens on the market is Oxybenzone which is carcinogenic, meaning it causes cancer. It does so by creating free radicals in the body which damage DNA. So the Skin Cancer Foundation thinks this product is a great way to avoid skin cancer, but they do not mind you getting any number of other cancers. You can make your clothes smell great by using a dryer sheet. They will smell great, but you are also dosing yourself with another carcinogen. Conventional doctors treat cancer with radiation and chemotherapy which are both carcinogenic. Again we are at the risk-benefit junction.

Only I know what is best for my body and for my children's bodies as long as they are under my care. No one should be able to make that decision for me at the risk of losing my livelihood.

11/12/13

Feel free to use my name, I don't care. I'm not sure what you mean by written testimony. I'll give you all the facts I have.

I work for the Marshfield Clinic in central Wisconsin, in the past we have been allowed to submit a reason of conscious for not getting the flu shot. This year they have taken away the reason of conscious and only allow a Medical exemption or a religious exemption. They have written a new policy which states this and in addition it states that we have until December 1st to comply with the policy. First we will get a warning (my manager has already been notified once that I am not in compliance along with about 5 other people in the same department), we then are suspended on Dec 2nd and termination follows on December 9th if we still do not have the vaccine. IF we choose to submit a medical reason from our physician a review board will determine if it is acceptable or not. For the religious reason we have to meet with a Human Resources person, along with one of the clinic's attorneys, and the head of the employee health program and one other person attends (which I can't remember there position at the clinic), the four of them will interview you and then decide if you can use the religious reason. There are a number of people at the clinic who are opposed to the vaccine. Many of them do not know about this bill, the only reason I found out about it was because I contacted a lawyer that deals with employment issues. Matthew Yde from Wausau was the lawyer and he told me about this bill. I then informed whoever I could about it. I hope this information helps and is what you were looking for. Denise Kann

11/12/13

Please get this bill passed! My employer is requiring all employees to get this flu vaccine! If we don't we will be terminated. We have until Dec 9th to comply or that will be our last day. Several people from the Marshfield Clinic are against getting this vaccine and several have contacted you (which is how I got the information on the public hearing tomorrow at 1:00). We can fill out a religious exemption but have to "face" a board of 4 from Human Resources who will decide if we qualify...  
Thank you. Denise Kann



11/12/13

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I receive the email for the hearing to fight against the mandatory influenza vaccine for healthcare workers. I will not be able to attend this hearing but I am definitely against the mandatory influenza vaccine as numerous health care workers I do work with are too. we feel our health rights are taken away from us. last year numerous patients who received the influenza vaccine still contracted the influenza virus. serious side effects can occur from receiving this vaccine and yet some hospitals mandate wearing a mask when not receiving the influenza vaccine. this is degrading and exposes that individual's health problems to all patients and staff that see this person wearing a mask..... they will question this person and now this person will need to explain their health problems in order for that patient or staff members to understand why they could not receive the influenza vaccine..... this is a complete violation of that healthcare workers health rights and privacy..... you may use this email at the hearing.... I would prefer my name not to be used but I am a registered nurse who is currently working and has an allergy to the flu vaccine. at this point my clinic does not mandate a mask but I fear it is the future as numerous other hospitals have made their staff abide to. I love my job and I love patient care. it is not my fault I'm allergic to the vaccine and numerous other medications. I am still able to function and do my job and take vitamins to support my health. there is no proof this flu vaccine works. so why take away healthy nurses from their jobs when this vaccine could injure them for life and who will help those that have a bad reaction and need medical help the rest of their lives?

11/12/13

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I work at a hospital that put into policy that the flu shot is mandatory or we lose our job. If you CAN get an exemption, you have to wear a mask from day 1 that the administration decides it is flu season until they decide flu season is over. One of the nurses, shortly after receiving her flu shot, was paralyzed from waist down and is still in a brief for she has not control, and she has neurological damage. We are told that we can make the patients sick if we don't get the shot. People come to the hospital because they are already sick. I have never received the flu shot and never have I got the flu. This is so unfair, for I do everything in favor of good health naturally. I found it strange that a home for the elderly was shut down a couple of times because so many residents were sick with the flu. They all got their shots. What does this tell you?

Dr. James Howestine wrote that Dr. James R. Shannon, former director of the National Institute of Health declared "The only safe vaccine is the one that is never used." Vaccines are profitable for the drug companies and legislation in the US exempts lawsuits against the Pharmaceutical firms in the event of adverse reactions to vaccines.

Walene James, author of Immunization: The Reality Behind the Myth, states that the full inflammatory response is necessary to create real immunity. There is valid reason to think that not only are vaccines worthless in preventing disease, they are counterproductive because they injure the immune system permitting cancer and auto immune diseases. Vaccines contain many toxic substances that are needed to prevent the vaccines from becoming infected or to improve the performance of the vaccine. Among them are mercury, formaldehyde and aluminum. Aluminum and mercury play an important role in the etiology of alzheimer's disease.

Once a vaccine is mandated, the vaccine manufacturer is no longer liable for adverse reactions. There is NO PROOF that vaccines work and they are never studied for safety before release. It is invading our rights to make a decision for ourselves.

Thank you.

Please do not mention my name for there was talk that many of our doctors were told that if they went to or talked of their feelings against the flu shot that they no longer have a job. I really appreciate what you are doing. I pray our voices will be heard.

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**Matthews, Meagan**

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**From:** btulgren@yahoo.com  
**Sent:** Tuesday, November 12, 2013 7:48 PM  
**To:** Rep.Thiesfeldt  
**Subject:** Mandated Vaccine

Dear Rep. Thiesfeldt, I am righting you to beg you to please be strong and fight for our right to decide on weather or not to vaccinate. I never get vaccinated and had to this year because there was no choice. My rights were sold for government money, you see if our Hospital I am employed at is not at 90% compliant with flu vaccinations we loose funding for Medicare. I am not for sale! I have been injured because of the vaccine. I was vaccinated October 2nd and have not been the same since. I have constant pain in my arm and neck, have had to go to the DR, Chiropractor, and been on pretizone to try to get it settled down, something I should never have had to go threw. I have the right to choose and there is no Doctor, or Priest or Pastor that should have more authority over what's best for my body or give me permission to have a waiver to not be forced to have it. Freedom for our Nation hasnt been fought and died for only to start slowly loosing our rights because there are some who think they can make better decisions than I can for my own body. Have you ever noticed how natural medicine doctor, and chiropractors are against this.... Thee people who do not wright out prescription and not in bed with the pharmaceutical and drug companies, as well as the government. Its all a sham to make the government more in control of us and the power to make our own decisions for our health. Please hear my voice and fight for me and so many others. There are so many that feel this way and don't think anyone will listen. Please fight for our right to choose!! Thanks you Rebecca Tulgren [btulgren@yahoo.com](mailto:btulgren@yahoo.com) Sent via BlackBerry from T-Mobile

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**Matthews, Meagan**

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**From:** Philip Peckham <ppmp1969@yahoo.com>  
**Sent:** Tuesday, November 12, 2013 5:46 PM  
**To:** Rep.Thiesfeldt  
**Subject:** Employer mandates

To Whom it May Concern:

I have been told that there is going to be a public hearing on employer's requiring employees to participate in programs, such as the flu shot, as terms of employment and I wish to have my voice heard in opposition to this practice. Whether or not I take the flu shot, lose weight or quit smoking should be my decision not my employer's. These are choices that I should be able to make on my own along with my physician. If they can require us to do these things as terms of employment what is next?

Thank you for giving me a voice.

Mary Peckham  
1405 Rockridge Rd  
Apt 305  
Waukesha, Wi 53188  
[ppeckham@wi.rr.com](mailto:ppeckham@wi.rr.com)

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**Matthews, Meagan**

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**From:** Doreen Sattler <doreeneda\_2000@yahoo.com>  
**Sent:** Tuesday, November 12, 2013 6:51 PM  
**To:** Rep.Thiesfeldt  
**Subject:** Flu Vaccine not require for employment in State of Wisconsin

Dear State Representative,  
Please count me in on repealing that flu vaccine be not required for employment in the State of Wisconsin.  
I have never gotten the vaccine and do not wish to begin now. My employer, a large healthcare company, is requiring for a condition of employment. It should be a choice, not a requirement. Please please do all in your power to make this illegal for a company to impose on their employees.  
Thank you,  
Doreen Sattler  
Delafield, WI 53018  
262-470-6579

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**Matthews, Meagan**

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**From:** collin/jessie/nicholas martin <cjnmartin79@yahoo.com>  
**Sent:** Tuesday, November 12, 2013 7:43 PM  
**To:** Rep.Thiesfeldt  
**Subject:** Flu Vaccine ~ To be read at the public hearing / Assembly Bill 247

I have been working in the healthcare field for close to three years now. Last winter my company gave every employee an ultimatum. Either get the flu vaccine or consider yourself terminated. I will tell you this. I repeatedly offered to wear a mask during the flu season. I wrote a letter and had a meeting with my administrator. I had a heated debate with the director of nursing. I went to my personal physician seeking a reason why I shouldn't have one. I consulted my pastor about writing a letter which apparently goes against the fourth commandment in his beliefs. I was shot down at every single turn I made.

Now I am asking for YOUR help to repeal this unnecessary and un-American bill that was enacted in the first place. How dare anyone force what I should or should not inject into my body. That decision should be mine and mine alone, no one else's!

There are many reasons why I won't ever get this vaccine. The dangerous concoction of all the disturbingly scary ingredients is a recipe for health related issues in your later years. The biggest one being a ten times greater chance of getting Alzheimer's. The list for health problems is endless. There is a poor success rate in even preventing the flu. There is no single virus that causes the flu and there is no single flu vaccine that protects against all strains. Scientists take an educated "guess" as to what three of over 300 different flu viruses they expect to have the greatest virulence in the upcoming year. When you get the flu vaccine, your body produces antibodies to three of the specific strains of the virus. So you basically have a 3 out of 300 chance (one percent) of being vaccinated for the proper viral strain. Additionally, the viruses are always adapting and may change form by the time you are exposed. There's also the fact that this vaccine has less to do with public health and more to do with corporate profits. The general public is not knowledgeable enough to know the dangers as they take the CDC's word as golden. I could go on and on for my many reasons but these are just to name a few.

Because of my company's ultimatum I originally gave my notice. However, my boss and HR director worked with me to stay on as IHP(in house pool) during non flu season. Because of this I am no longer eligible for a raise nor do I accrue PTO for any summer days off. I've let my coworkers down as for seven and a half months out of the year I'm not allowed to work at all. Not to mention a lack of a paycheck from mid November until the vaccine expires on June 30th. I will then be allowed to come back into the building as of July first and repeat the process again.

I am a darned good worker who wants to work. I love what I do and have that need to contribute to society but this bill hinders me. I am out of work over this very problem and this foolish bill needs to be repealed and now. Do not take my rights, as a US citizen, away from me over a forced vaccine that could make anyone sick. This should be every single person's own right as to what is injected in their body.

If you have any questions at all please, feel free to contact me. I do have some free time on my hands.....for the next seven and a half months.

Jessica Martin  
103 Armstrong Ct.  
Mukwonago, WI 53149  
[cjnmartin79@yahoo.com](mailto:cjnmartin79@yahoo.com)  
262-758-3466

11/12/13

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Mr. Thiesfeldt,

I wish I could along with my fellow employees, But some of them may not be at work the next day because our work place is " terminating them" for not accepting them not getting the flu shot. This is so UnAmerican I cannot believe it is happening! We're did our right's go as human beings to say Yes and No. Americans need to stand up for their right's!

Please be a voice for all AMERICANS. To say this is not right. People should have a choice in what they do and put in their bodies and should have no fear in retaliation about losing their jobs for there freedom of speech and act.

Thank You

Sincererly

Patty Roherty- Ellefson

11/12/13

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Hi,

I am sending this message hoping that our voice will be heard and make flu shot as a MANDATORY anymore. I am in favor of the flu shot- only IF that person really needs it. In other words, that person is prone to getting flu more frequent than expected.

At work this year, the upper management required as to have the flu shot as a MANDATORY order. That's the part that I don't agree on because I felt like they held a gun on my head. The option of not taking the shot does not apply to me. But I feel that I should have the freedom for myself. Also, I am fortunate like any other people out there that I have good immune system despite the fact that I have never seen and felt the cold snow before.

Thank you

XXXXXXXXXX, Phlebotomy (ASCP) CM

Froedtert & The Medical College of Wisconsin

Germantown, Laboratory

W168N11237 Western Ave.

Germantown, WI 53022



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**Matthews, Meagan**

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**From:** [REDACTED]  
**Sent:** Tuesday, November 12, 2013 9:28 PM  
**To:** Rep.Thiesfeldt  
**Subject:** Mandatory flu vaccine discrimination story

Here is my flu vaccine discrimination story.

I used to work at St. Agnes/Agnesian Healthcare almost 3 years ago as a receptionist. I believe in September or October (from what I can remember) of 2011 Agnesian first told their employees about the new mandatory flu vaccine policy by email. We were told we "had" to get the vaccine or were terminated. They did however state they would except religious and medical exemptions upon review. We had until November to have our exemptions in. If you didn't recieve the vaccine or have an approved exemption by December 14th (or around that date) you were layed off from your position to "rethink" your decision. If you didn't have the approved exemption or shot by December 31st you were terminated from your position.

Being that this was my first time ever facing this situation I had no idea how to submit my religious exemption. I was freaking out since we had such a short notice to have our exemptions in. We were to submit any supporting documentation to prove your religious beliefs if you were submitting a religious exemption. I filled out a religious exemption form and submitted over 70 pages of (what I thought was) supporting documentation of my religious beliefs. I submitted religious material as well as medical material. I had absolutely no idea how to prove my religious beleifs so I thought the more I submitted, the more it showed my sincerity. Well I thought wrong.

They denied my initial submission stating since I submitted religous AND medical information that my religious beliefs were not sincere and are personal beliefs.

I don't remember the exact timeframe of everything that happened. But around the time I got my first denial I also found out I was pregnant. I was excited yet extremely scared at the same time because I had multiple miscarriages before this baby. I was thinking FINALLY a viable pregnancy but yet now I'm being forced agianst my religious beliefs to take a vaccine that could potentially cause a miscarriage or lose my job. Since the flu vaccine has risks and never had studies done and states in the insert that its a Category C and its unknown whether it causes harm or not to the fetus, I thought my pregnancy also qualified as a medical exemption. So I called Tammy Pitts ,the human resources head person who we were to submit our exemptions to, and told her of my health status change and asked how to submit a medical exemption for this. She told me pregnancy isn't a bona fide medical reason to be exempted from the flu vaccine and that my pregnancy was more of a reason to get the vaccine. I asked her what my other options were if I didn't recieve the vaccine and she told me to resign.

I called my PCP Dr. Lisa Weber and asked her about my pregnancy being a medical exemption and she also told me that my pregnancy was more of a reason to recieve the flu vaccine. Her exact words were "oh hunny you need to protect yourself and your little one." She told me this as I was crying uncontrolably even though I told her my beliefs agianst vaccines. I also spoke with my OB physicain Dr. Peschong (who is also religously agianst the flu vaccine) and she also stated there was nothing she could do for me because the "medical field" says the flu vaccine is safe for pregnant women. She stated she would have loved to help me but couldn't becuase of how the medical assocaiton views flu vaccine as "safe" because it APPEARS to be safe. Even

though there are NO studies proving its safe for pregnant women.

I remember emailing Tammy Pitts again about how upset I was with how they were stating my beliefs weren't sincere and only personal and she told me if there was more documentation to submit to further back my beliefs to do so. So I did. They then denied me again stating I should have submitted that religious material with my first exemption.

Again I don't remember exactly when this happened but sometime in the "waiting" period of waiting to hear response on my exemptions I was harassed by co-workers for having different beliefs regarding vaccines. I was constantly asked why I didn't believe in them and was told I was crazy. I was told "maybe I should go live in a third world country, I would be crawling back to them begging for vaccinations." The one I remember most was when a nurse, Shelly Theisen, was literally yelling at me in front of patients, pointing her finger in my face and just screaming how I was selfish and going to kill everybody. There was a lot more to this but I just remember bits and pieces now that I try to forget about my horrible experience. I remember going to my supervisor to tell her about it but she was never in her office so I periodically was going to check to see when she was back in her office but then I actually got a call from her to come into her office. So I went into her office and basically she told me I couldn't talk about my religious beliefs and vaccines at work anymore. I told her another receptionist asked me if I heard back from my exemption and I told her no not yet and that's when the nurse started in on me and asking me why I didn't want to get it and that's when she went off on me. That nurse was never reprimanded nor did I ever receive an apology. I on the other hand was told I couldn't talk about my beliefs or vaccines anymore?!?!?! How is that right?

At some point, I remember I went to the CEO and spoke with him, Steve Little. He basically told me "let this be a learning experience" or stepping stone in my life or something like that. He told me it's good that I stand up for what I believe in but still thought my religious beliefs were insincere?!?! Why would I go through all this trouble if I was insincere???

I sought a lawyer who was from out of state who wrote up an opinion letter. In response, Agnesian's lawyer told my lawyer that I apparently told co-workers I didn't have any religious objections to the vaccines and that I simply just didn't want to get it because I was being forced. This obviously was made up by someone. I never stated this. The fact that my supervisor told me I had to stop talking about my religious beliefs proves it right there! There were so many things that Agnesian made up and misconstrued my words to "make me" look insincere.

There are a lot more little details to this story but I tried shortening it up so you can get a basic idea of what I went through.

After sleepless nights, a ton of praying and asking for forgiveness and debating what I was going to do since they wouldn't approve my exemptions, I got the flu vaccine under duress to salvage my job since I was bringing a baby into the world. I couldn't bring a baby into the world with no job especially with how the economy is.


NO ONE should be able to scrutinize someone's beliefs or force a medical procedure that has risks and hold your job above your head. I felt like I was raped and couldn't do anything about it. I tried getting help with showing how sincere I was and no one would listen. Do you know how it feels to feel absolutely helpless? Have you ever had so much fear instilled upon you? I had fear of going against God, losing my job, losing my baby and my own life. I have no idea how I didn't miscarry with all of the emotional stress and damage I went through. Those two or three months were literally hell and the worst days of my life that I have ever

experienced! I am permanently emotionally scarred from that experience.

The following year (last year 2012), I submitted my religious exemption early since they never sent out an email and I wanted to make sure I got it in by the due date. I got it returned to me via US mail with a letter stating they revised the exemption form and that I needed to fill that out and resubmit it. Well, Tammy Pitts attached the SAME exemption form from 2011. They never did attach the new exemption form. It could have been an honest error but with everything that I experienced from the year before I could only assume they did that purposely in hopes that I didn't realize it was the old form and just sign and date it and resubmit it thinking it was the new form. They gave me so many days to have it in or I had to get the flu vaccine. So I think they purposely gave me the old form to delay the process so I wouldn't have time to fight it before the final date to receive the vaccine or lose your job. Or maybe they would have used that to decline me stating I never submitted the correct form on time?! Well luckily I realized they attached the wrong form and went onto their website to print off the correct form and submitted it. Well after I submitted the revised form, they then emailed me and told me I had to complete the form completely. There were a couple questions that I didn't know how to answer so I left them blank. So then I just put N/A and resubmitted it again. Then they emailed me telling me they needed further clarification and that I needed to meet with them. So I went to meet with them and they were sitting there interrogating me, asking me all of these questions about past vaccinations and about other actions that prove my religious beliefs?! Most questions I didn't feel comfortable answering without my lawyer present so that's what I told them and left it at that. Well, finally after a couple weeks I got my religious exemption approved FINALLY. Again, it was tormenting because I was fearing losing my job again and going against God again.

Even though I finally got my religious exemption, I decided to leave Agnesian. I couldn't stand the pressure and harassment any longer. I could NOT go through that EVERY year let alone the harassment and hostile work environment daily.

Please, please, please pass this bill. I know friends and family members that were either fired (exemptions were denied) and/or had serious reactions to the flu vaccine where it damaged them physically for the rest of their lives. No one should have to choose between a medical procedure with risks or lose their jobs!

 from Fond du Lac (please keep my name anonymous--Thank you!!)

Thank you Jeremy for all your hard work and effort on this! You have touched the lives of many in Wisconsin!!! Stay strong in your fight for us!!

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11-12-2013

Representative Jeremy Thiesfeldt,

Hello. My name is Renee M. Klofanda and I was a nurse who worked at Aurora Hospital and personally fought the flu vaccine battle and won! This was not an easy task. The 2011-2012 calendar year was when I was mandated to take the flu vaccine or lose my job (term of employment). Several reasons to why I do not take the flu vaccine are as follows; 1. Not effective 2. Contains many unnatural ingredients, poisons, and infertility (polysorbate 80). 3. Religiously I am a Christian and per bible law we don't follow this practice. 4. I was currently pregnant at the time.

Although I had filed a religious exemption, Aurora called my pastor and spoke with him. After declining to accept my exemption, I wrote a letter to the Aurora Vaccination board stating that what they were doing was unconstitutional and violated civil rights code. At this point I created a website; Stop Aurora Vaccination. Org (which I found out later was blocked by google), and radio show to alert other fellow employees about the unfairness of Aurora's actions. I handed out several fliers about the mandatory vaccination unfairness and educated my fellow employees on their freedom. Although my letter reached the Aurora Vaccination Board, they contacted me several times via phone belittled me regarding my choice not to vaccinate. Despite several calls from Aurora Vaccination Board, my exemption was not cleared. However, on what was suppose to be my very last day of employment at Aurora, after I had turned in my badge and said goodbye to my fellow workers, not even 2 hours that I had left the premises I was contacted again by the board and told that my exemption would be accepted. I worked with the company for approximately 1 more month then my contract ended and I had my baby.

It felt really good to take a stand and fight for not only my rights but the right of my unborn baby. I was simply applaud that I didn't have the right to choose what goes into my body (vaccine) and that the "caring" hospital/corporation didn't care about my personal freedom. From the standpoint of a nurse, this seems to be a trend and would appreciate it if the system would find better was to cure and treat people. Western medicine has gone beyond natural boundaries just to pinch a penny.

I have been a travel nurse for 7 years this January and believe immunity is the way to protect the body. Research is now beginning to show that vaccination, not just flu vaccines have serious LATE side effects to the immune system which are arising as Crohn's Disease, Obesity, Diabetes, and Mental Health Disorders. Why continue to inoculate when the trend shows that the vaccine is not effective? Follow the money trail.

Thank you for your time. If I could be of anymore help please feel free to call or contact me via e-mail.

Renee M. Klofanda RN-BSN  
renee.klofanda@gmail.com  
906-680-0068

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## Matthews, Meagan

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**From:** Stephanie <fonsfamilytrio@aol.com>  
**Sent:** Tuesday, November 12, 2013 10:29 PM  
**To:** Rep.Thiesfeldt  
**Subject:** mandatory flu shots

Dear Representative Thiesfeldt,

I heard you were going to fight against mandatory flu shots for health care workers. I'm a registered nurse who was made to get a flu vaccine in order to keep my employment. I have been able to avoid getting the flu shot for the first 14 years of my nursing career as its always been a choice. I never got the flu or the shot. I've always felt that the flu vaccine is nothing but toxic poison, a neuro toxin, with very little benefit, which is backed up by all of the natural doctors and most chiropractors. The flu vaccine has been proven to be just a guess of what viruses may be present. Most of their guesses are wrong. During my 15th year as a nurse, Aurora forced their employees to get one. Being a single mother, I had to maintain employment in order to keep our house and car. I begged to be allowed to be exempt from it as I have hashimoto's disease (an autoimmune disease already compromising my immune system) and my mom got sarcoidosis after she got the flu vac. Despite my medical history and family history, I was FORCED to let someone inject a POISON into my arm, if I wanted to keep a paycheck. Forcing people to inject poison in their bodies is something that should NOT be allowed anywhere, let alone in the United States of America- land of freedom. I had a bad reaction, causing me to be highly irritable, my skin felt like it was crawling, I felt like I wanted to shoot everyone in my path with a gun (thankfully I don't own any guns nor have I ever had this weird psycho feeling), my hands were shaky, my kids didn't want to be around me for WEEKS because everything irritated me and I yelled at everyone. Its hard to describe many of the neurological symptoms I had. I also had severe nausea. My restless leg syndrome, which I was able to be completely free from symptoms prior to the flu vaccine, came back full force. I felt MISERABLE for SIX

LONG AGONIZING MONTHS. Imagine feeling like your skin is crawling with bugs for months. I still don't feel like I ever fully recovered, as my hands still have a fine shake to them, my lungs require more asthma medication than I have ever needed in my entire life, and my endocrinologist has been unable to keep my hashimoto's stable, my eyes also itch constantly - something that I never had before getting forced to get the flu shot.

It is a **proven fact** that THE BEST way to prevent infection is through proper hand washing. Its also proven that Vit D fights off the flu BETTER than the flu shot. Why aren't companies encouraging a more natural and healthy way to boost your immune system that actually works without side effects and poor guesses. Thank you for taking the time to read my letter. PLEASE PLEASE PLEASE fight against mandatory flu shots for anyone.

Thank you,  
Stephanie Fons

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**Matthews, Meagan**

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**From:** Chuck Milhbauer <jamie1979@att.net>  
**Sent:** Tuesday, November 12, 2013 10:51 PM  
**To:** Rep.Thiesfeldt  
**Subject:** The Mandated Flu Shot

Hello,

I am writing to tell you how appalled I am that I have to have a toxic concoction of unhealthy chemicals injected into my arm, or else I can "consider myself unemployed." I work for a medical clinic dealing with patients all day long. I have never had the flu, because I do what I feel necessary to keep myself from getting sick and passing it on to my patients. There is Formaldehyde in the flu shot; I am well aware that this is a cancer causing agent. This, to me, is absolutely disturbing and down-right scary that we are subjected to this. It's blackmail! Working in the lab, many of our lab techs say that the rapid flu tests that they test that come back positive are almost always from people that got the shot. We see first hand that this does not work. I won't even get into all of the possible side effects of this with no guarantee that I will wind up with some life long ailing disease. Since all of the ingredients in this shot seem to change from year to year, no long term study can be done. I sadly feel as though I am living in a communist world and have to subject myself to this BS or else...

THANK YOU FOR YOUR HELP!!!

Many prayers will be sent that this bill can be reversed. I passed along your email to many of my coworkers and peers. Hopefully, together, we can all make a difference!

Thanks again,

Jamie Milhbauer  
321 Morris Street #6  
Pewaukee, WI 53072  
262-347-7994

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**Matthews, Meagan**

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**From:** Nicole Koller <nicmk@yahoo.com>  
**Sent:** Tuesday, November 12, 2013 11:03 PM  
**To:** Rep.Thiesfeldt  
**Cc:** Nicole Koller  
**Subject:** Assembly bill 247

Senator Thiesfeldt,

I just heard that you will be addressing the Bill 247 tomorrow and strongly support your efforts in allowing employees the right to choose vaccination of the seasonal flu vaccine.

I have been an RN in Labor and Delivery for 16 years. I received the flu vaccination sporadically through the years. However, after my last flu vaccination in the fall of 2006 I become very sick with body aches and general malaise for months. I struggled well into the spring of 2007-suffering from Mono and intermittent bouts of spontaneous tachycardia.

I have never received the flu vaccination again and I never have suffered like that again. I currently lead a very healthy lifestyle and refuse to inject toxins into my body unwillingly!

After doing much research on studies of the ineffectiveness of the seasonal flu vaccine, the toxins involved and the possible side effects, I proudly choose to wear the facemask at work as an alternative to receiving the vaccination! However, I do not believe employers should be able to dictate or reprimand an employee for making a very personal choice to not receive it! Plus, it strongly affects patient care. It interferes with the intimate nurse patient relationship by placing a nonverbal barrier between the care provider and the patient.

Please continue your efforts on this very important matter that affects so many individuals giving and receiving medical care.

Sincerely,  
Nicole Koller, RN

Sent from my iPhone 🍏

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**Matthews, Meagan**

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**From:** agape@ticon.net  
**Sent:** Wednesday, November 13, 2013 3:05 AM  
**To:** Rep.Thiesfeldt  
**Subject:** Nurse losing her job due to mandatory flu vaccine.

Dear Rep.Thiesfeldt,

First I want to thank you for not giving up on the issue of mandatory flu shots. I work at a facility that has mandatory flu shots and I am no longer able to work there because I did not want the shot. I did take it last year- because I needed the job. There are many people at this facility who have told me that they would not take the shot if they were not going to lose their jobs for refusing it. Last year, all the residents at our long term care facility were vaccinated as well as the staff- and we still had cases of the flu in the facility. I am having a hard time finding new employment because there are so few facilities that do not require the shot. I truly resent, as an American citizen, being forced to inject my body with something in order to keep my job. It is especially difficult in light of vaccine pharma's history of not doing what is in the best interest of the populace. I have done my homework on this issue and am aware of the times that vaccines were known to be unsafe and still distributed to be injected to innocent, trusting, unsuspecting people. I have a very strong immune system and rarely get sick. I feel that it is my right to choose between the risks and benefits of any medical intervention- including a vaccine.

Thanks to you and your colleagues for your work on this issue. It truly is an important one. May God bless all of your for your efforts to restore our right to make this decision for ourselves- without coercion.

Sincerely,

Janine Curtin RN



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I am writing this letter in the hope that you will support/cosponsor Draft LRB0020 (No Flu Shot Mandates for Healthcare Workers). I am enclosing supportive documentation that show there is little evidence that the influenza vaccine is effective and to respect the professional judgement of healthcare workers (HCWs).

Demicheli et al. (2004) in their meta-analysis of published studies determined that yearly recommended influenza vaccines had low effectiveness against clinical influenza cases, and minimally reduced lost work time. Geier, King, and Geier (2006) found between 1979 and 2000 the influenza vaccine had little or no effect over the U.S. population for preventing death rate, case rate, and rate of hospitalizations with influenza as the first-line discharge diagnosis. These researchers concluded universal immunization of healthy adults with influenza vaccine is not supported.

Cochrane Database System Review (updated July 2010) comparing 50 randomized controlled trial or quasi-trials comparing influenza with placebo or no intervention in healthy adults aged 16-65, vaccination had a modest effect on time off work and no effect on hospital admissions or complication rates such as pneumonia. Furthermore, a February 2010 review examined influenza vaccination of HCWs caring for individuals greater than age 60 and concluded there is no evidence that vaccinating HCWs prevents influenza in elderly residents in long term care facilities. The review was unable to find information on co-interventions with HCW vaccination such as hand washing, face masks when ill, early detection of laboratory-proven influenza, quarantine, avoiding admissions, anti-virals, and asking HCWs with influenza like illness not to work.

The American Academy of Physicians and Surgeons (AAPS) cited in their letter to Colorado Public Health Officials (2011), "not aware of any studies of the relative risk of transmission by unimmunized workers compared with immunized workers who may have a subclinical, asymptomatic illness with viral shedding." Furthermore, if an outbreak were to occur of virulent influenza routine immunization will not be protective and has the potential to acutally increase susceptibility (Globe and Mail, Sept. 9, 2009, cited in Doctors for Disaster Perparedness Newsletter, September 2009). The AAPS also notes the mask requirement is "particularly unjustified." Those whom are vaccinated could transmit the influenza virus just as an

unvaccinated person (Dec. 2011). Additionally, other patients and family members not vaccinated or vaccinated that enter the hospital or clinic facility have the potential to spread the disease. The mask requirement seems to be "nothing more than a punitive retaliation against those who decline the vaccine" (Orient, J December 2011).

The Occupational Safety and Health Administration (OSHA) believe there is insufficient scientific evidence for the federal government to promote mandatory influenza vaccination programs. They furthermore note the vaccine is no magic bullet and have seen no evidence that demonstrates a 90% vaccination rate strived for by Health People 2020 goals is in fact necessary (OSHA's Official Position on Flu Vaccination of Healthcare Workers January, 2012). They are convinced influenza vaccination is generally beneficial and are supportive of efforts to promote vaccination but exemptions should be allowed for HCWs for medical, religious, and personal objections.

If you need further information I encourage you to read:

Doshi, Peter. Influenza: marketing vaccine by marketing disease. BMJ 2013;346:f3037.  
(<http://www.bmj.com/content/346/bmj.f3037>)

Effectiveness of Flu Vaccine Raises More Red Flags (<http://www.nvic.org/NVIC-Vaccine-News/March-2013/effectiveness-of-flu-vaccine-raises-more-red-flags.aspx>)

Labor Unions Oppose Mandatory Flu Shots as AMA Cherry-Picks Ethics to Endorse Vaccine Mandate

<http://www.nvic.org/NVIC-Vaccine-News/August-2012/labor-unions-oppose-mandatory-flu-shots-as-ama-che.aspx>

Thank you for your time,

Sincerely,

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**Matthews, Meagan**

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**From:** Steve Meress <SMeress@foxvalleywellness.com>  
**Sent:** Wednesday, November 13, 2013 8:35 AM  
**To:** Rep.Thiesfeldt  
**Attachments:** Letter to Health Care Workers - Flu.docx

Dear Representative Thiesfeldt. I know you are interested and involved in mandatory vaccination requirements policies in WI and I applaud you in your desire to address this forced policy upon employees despite known complications from these vaccines. I am enclosing a letter through my Integrative Medicine group for your information. I think you may find it useful.

I also wanted to thank you for The Blue Book sent to my residence. Thank you again.  
Sincerely

Steven Meress MD FACP ABHM, President and Owner  
Fox Valley Wellness Center/Midwest Hyperbarics/Pure Reflections of Fox Valley  
180 Knights Way  
Fond du Lac, WI 54935  
920-922-5433 877-676-5433  
Fax 920-922-5422  
[smeress@foxvalleywellness.com](mailto:smeress@foxvalleywellness.com)  
[www.foxvalleywellness.com](http://www.foxvalleywellness.com)

Dear \_\_\_\_\_,

Thank you for contacting NVIC on this matter. We've been contacted by many health care workers, students, and professionals concerning the matter of mandatory vaccinations. We are now aware that there are many national organizations on record as opposing mandatory vaccines without flexible medical, religious and personal, philosophical, or conscientious belief exemptions. If you are a member of any of these organizations, you may be able to get assistance from local chapters in your area. Please use the following link for more information on these organizations. [Labor Unions Oppose Mandatory Flu Shots as AMA Cherry-Picks Ethics to Endorse Vaccine Mandates](#)

We keep much of the information we are providing to you today on our website at [www.NVIC.org](http://www.NVIC.org) and update it regularly, as well as publish a free eNewsletter. If you do not already [receive our newsletter](#), joining is free and it is a good way to stay up-to-date on this issue. We also provide on our [state law webpages](#) information about health care worker vaccination requirements. Just click on a state and you will see a link to this information in our Quick Facts box.

NVIC's staff is working hard through the Advocacy Portal to help like-minded people in each state to protect their rights and prevent mandatory vaccination in their state. We encourage you to sign up for our [Advocacy Portal](#) and join with other like-minded grassroots activists working to protect and expand vaccine exemptions in your state. By signing up, you will be connected directly to your lawmakers and receive action alerts, newsletters, and tips so you can be an advocate for the right to informed consent in the vaccine decision-making process. Please make sure that you indicate that you are a health care worker opposing mandatory vaccines by marking yes in the appropriate section. Once you sign up at the NVIC Advocacy Portal you can access information specific to health care workers under the "National" tab found across the top of page.

The following links contain valuable information regarding the subject of health care workers and mandated flu shots:

- [NVAC Says: Mandate Flu Shots for Health Care Workers](#)
- [Why Influenza Vaccine Mandates are Ineffective & Unwise Public Policy](#)
- [Influenza Deaths: The Hype vs. The Evidence](#)
- [More NVIC Influenza Information & Articles](#)

You can visit NVIC's [Vaccine Freedom Wall](#) on our website and read stories from health care workers who are facing the same problem. We would like to encourage you to add your story to this wall. At least one of the health care workers on this page has started a petition in her facility to fight the system and many have succeeded in banning together to obtain exemptions.

I work in the medical field and I do not feel that employers should be able to force us to receive the flu shot. There is no way to 100% guaranty that we're going to be protected from whatever strain is going around at a particular time and a lot of the things in the shot were not meant to be in the human body. As far as adverse effects, I was pregnant last year and less than a week after receiving the flu vaccine I went into premature labor and delivered my daughter 6 weeks early. They say there is no way to prove that the vaccine had anything to do with that but how can they prove to me that it didn't?

11/10/13

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I hope the picture I sent to you will be a help to ban the mandatory flu shot. We were forced into having the shot or we would of been dismissed of our job duties. Well as you all can see some of us had a very bad reaction to it. This is not the AMERICAN way to force someone to put in their bodies and this be the result. Do the right thing and tell companies this is not right. This is not the AMERICAN way to treat people to force their thought's and beliefs on the and then threaten their livelyhood. It's wrong and UNAMERICAN. Thank you. Please pass this Bill. Americans are waiting for you to do the right thing!  
Sinceley XXXX

Sent from my iPad