Date: \_\_\_\_\_\_\_\_\_\_\_\_\_

To: **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Name of company

Thru: **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Human Resources

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Manager/Supervisor

Re: INQUIRY ON THE REFUSAL TO BE VACCINATED

AGAINST COVID-19 OF \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Greetings.

This letter serves as my refusal to be vaccinated against Covid-19 for the following reasons:

First, It is stated in Republic Act 11525 Section 12 “ vaccinated individuals are not considered immune from Covid-19”. If the purpose is to lessen the chance of transmission,then that purpose is inconsistent with RA11525 Section 12 as both vaccinated and unvaccinated persons are susceptible to infection and transmission. Also, in Section 2 (c) of RA11525 the vaccine is still in the experimental stage. Personally, I wish to delay taking the Covid-19 vaccine because of that reason. Under RA11525 Section 8, Nobody will be liable if something happens to me after the vaccination. I do not wish to jeopardize my health or my life and this is backed by our Constitution under Art. II Sec. 11 and Art. 3 Sec. 1 of the 1987 Constitution.

Second, under Labor Advisory No. 03 Series of 2021 issued by the Department of Labor and Employment, my refusal to get vaccinated should not be taken against me nor should it be a cause for discrimination in terms of tenure, promotion, training, pay, and other benefits among other, nor should it be a cause for termination from employment. The Advisory is clear, a “No vaccine, no work policy **shall not be allowed**.”

Third, It is stated in Republic Act 11525 Section 12 that the vaccine cards shall not be considered mandatory requirements for employment. Under the repealing clause of RA11525 Section 16 - All laws, executive orders, rules and regulations that are contrary or inconsistent with RA11525 are hereby repealed and amended accordingly. I have attached RA11525 and DOLE memorandum 03 Series of 2021 for reference.

I truly believe that to maintain a peaceful workplace, we all have to respect the constitutional rights of all employees. I will be in full cooperation with regards to this matter.

Sincerely,

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