



Written testimony re: HB 22-1100Angie Anderson to: committees.lcs.ga 04/06/2022
02:10 PM

Sending this email in the event I'm not able to give remote testimony today due to scheduling conflicts.

Hello Representatives and thank you for your time today.

I am a fourth generation Coloradan, a mother, the wife and daughter of physicians. My husband is an ICU doctor who has seen the full spectrum of what COVID-19 (along with many other infectious diseases) can do. Of course we are intensely grateful that there is now a vaccine that protects against severe disease and death, we're fully vaccinated, and want to surround ourselves with others who are as well. This is what leads me to my main point: HB 22-1100 is dangerous for public health and also for our individual freedom.

You see, I am a household employer. Just last night I logged onto the CO Dept of Revenue website and MyUI Colorado to pay quarterly income tax withholdings and unemployment insurance premiums for the nanny who comes into our home a few days a week to care for our children. When hiring a nanny, we have several requirements: loving, gentle, experience with children, background checked, CPR training, and fully vaccinated including Covid-19.

The vaccination requirement gives us peace of mind. Not only is our vaccinated nanny less likely to pick up Covid-19 and bring it into our home, she's also less likely to get long Covid or experience severe illness or worse should a member of our family transmit Covid to her. We love our children and we love our nanny, we need to make sure we are protecting everyone involved.

I can tell you with certainty I am in the majority of nanny employers in my area who has this job requirement. I'm in a number of parent groups and even a neighborhood nanny group where people post jobs, and nannies look for work. Both job postings and nannies seeking employment often specify fully vaccinated including Covid-19. This isn't controversial, it's just how it is, and it's how it ought to be.

Please vote down this bill. We need to be able to protect ourselves, our employees, and the wider community. Thank you.

Best,
Angela Anderson
Denver 80210

Sent from my iPhone



COLORADO
PUBLIC HEALTH ASSOCIATION

February 28, 2022

Rep. Susan Lontine, Chair
House Health and Insurance Committee
200 E. Colfax Avenue
Denver, CO 80203

RE: House Bill 22-1144, House Bill 22-1015 and House Bill 22-1100

Dear Rep. Lontine and Members of the Committee:

Thank you for your public service to Colorado. On behalf of the Colorado Public Health Association (CPHA) and our 650 members across the state, we are writing to share concerns with several bills related to immunizations and COVID-19 response that the House Health & Insurance Committee will consider over the next several weeks. Accumulated scientific discoveries and technology have led to the rapid advancements in the development of a safe and effective vaccines that have substantially curbed transmission of COVID-19 and markedly reduce hospitalizations and death from this disease. At CPHA, one of our key policy priorities this year is to advance public health policy efforts that protect access to immunizations and promote best practices for reducing vaccine-preventable diseases. We appreciate the opportunity to offer our feedback on the following bills related to COVID-19.

House Bill 22-1144 – Natural Immunity – Oppose

CPHA opposes this bill as there is insufficient scientific data to unequivocally state that natural infection has an equivalent degree of protection compared with being up to date on a COVID-19 vaccine. Receiving a COVID-19 vaccination provides the best level of protection against the virus. While recovering from COVID-19 may give someone a natural immunity to the virus, the immunity might not last more than a few months. It is possible to get COVID-19 again even if you have already recovered from the illness. This policy creates a risky standard for Colorado employers and it could lead to outbreaks in workplaces and in health-sensitive environments like healthcare facilities. Until there is more sound scientific study and data, this bill could, theoretically, create higher risk situations for employers by accepting a lower standard of protection for workplace settings.

House Bill 22-1100 – Employer COVID-19 Policies – Oppose

Respectfully, CPHA is opposed to this legislation that could have harmful public health implications for current pandemic response. Fundamentally, CPHA believes that employers have the right to seek to protect workers and the public from the unique threat of COVID-19. This far-reaching bill could have harmful consequences that could significantly limit how employers can create workplace health and safety policies for employees as well as for their clients and customers. House Bill 22-1100 could severely impact our state and local communities' ability to mitigate COVID-19 transmission and opens up an unnecessarily litigious approach to reasonable public health measures that employers should continue to have the right to establish.

House Bill 22-1015 – Off-Label Use – Oppose

CPHA is opposed to this legislation which is an unnecessary proposal that integrates harmful COVID-19 misinformation into state law. First, a licensed healthcare provider already has the ability to prescribe off-label use of a licensed drug or medication. This bill is not necessary for a clinician to make a decision to prescribe off-label. Additionally, as you may know, there are existing protocols for the U.S. Food and Drug Administration (FDA) to authorize or approve pharmaceuticals for human consumption. Ivermectin tablets have FDA approval to treat parasitic worms in humans, and both ivermectin and hydroxychloroquine sulfate are commonly known in the agricultural and ranching community as important veterinary medicine tools for maintaining livestock health.

However, neither of these drugs have been approved for the use or treatment of COVID-19, and unfortunately false information about these drugs over the course of the pandemic has led to cases of people incorrectly using these drugs and later requiring hospital care for adverse health effects. Adverse health effects can include nausea, vomiting, diarrhea, hypotension, allergic reactions, dizziness, ataxia, seizures, coma and even death. The science does not support ivermectin or hydroxychloroquine sulfate use for COVID-19 and this bill could set a dangerous precedent for sidestepping FDA procedures for clinical trials and authorization of approved uses for pharmaceuticals. We respectfully request you to vote no on House Bill 22-1015.

Vaccines are one of our generation's most cost-effective tools that we have to curb the spread of illness and death associated with COVID-19. Please join us in maintaining strong support for best practice immunization and pandemic response policies that can keep Coloradans healthy and allow businesses to remain safely open. Thank you for your consideration of our comments. If you have any further questions, please do not hesitate to contact Amy Pitlik, contract lobbyist for CPHA at amy@mendezbarkis.com.

Sincerely,

/s/

Jason Vitello
President
Colorado Public Health Association

Good morning,

My name is Suzanne Rebeterano. I was a former employee at United Launch Alliance (ULA). I started at ULA in 2007. I, along with others were terminated in November 2021 for not taking the COVID-19 vaccine.

ULA had everyone who didn't want to take the vaccine fill out a COVID-19 Religious Accommodation Request Form. I stated on the form that it was my sincerely held religious belief not to take the COVID 19 vaccine and stated the reasons on why I felt this way on the form.

I pointed out to ULA that they were in violation of Title VII of the Civil Rights act of 1964, and that they were in violation of their own HR-126 and ULA Ethics policy by denying us our Religious Accommodation.

We were all denied our Religious Exemption and denied our subsequent appeals. ULA acknowledge that most of our exemption request qualified for accommodation and yet they still denied us all.

I had worked from home during the heart of the pandemic as did most of my colleges for over a year. We were all praised for our hard work by Tory Bruno (CEO) and he stated we didn't miss any milestones.

The COVID mandates have negatively affected us all. We all lost jobs that we have been dedicated to we lost our income, incentive bonuses, 401 (k) matching contribution, medical, dental and all other bonuses that we regularly received. I personally lost self-esteem and I'm having a hard time finding another job. I believe it is because of my age. I'm a 64-year-old Hispanic female. I filed for unemployment in November of 21 but I didn't start receiving it until March of 2022.

I would like to also state that some ULA employees took the vaccine only to keep their job. Most are sorry that they took the shot but had no choice.

Below is additional input from a fellow former ULA employee.

ULA also disregarded the Government's position on this as stated on their web site;

www.saferfederalworkforce.gov

Click on For Federal Contractors

Click on Read the COVID-19 Workplace Safety: link.

Within this PDF page are the three protocols ULA was given by which to define their vaccine policy.

The point states clearly that employees are legally entitled to accommodation if they qualify. Nowhere in this document does it state that a contractor must terminate all religious accommodation request.

That was totally ULA's decision which violated our rights. Which even this mandate was overturned by our Supreme Court. After that occurred ULA should have immediately contacted all of us to offer us our jobs back or accommodate us liberally with at a minimum an excellent severance package.

Thank you,
Suzanne Rebeterano

27 February 2022

To Whom This May Concern,

I am writing to express my support HB1100:

- **March 9th Hearing in [House Health & Insurance Committee](#) at 1:30 PM in House Committee Room 0112**
- 1) **I SUPPORT [HB 1100](#), Prohibits discrimination based on COVID-19 vaccination status.**
- This bill would enact "COVID-19 Immunization Nondiscrimination Act" or "CINDA".
 - HB 1100 prohibits an employer from taking an adverse action against an employee based on the employee's COVID-19 vaccination status. Similarly, government agencies, commercial establishments, and nonprofit organizations also may not discriminate against clients, patrons, or customers based on COVID-19 vaccination status. It states that no COVID-19 vaccine may be mandatory.
 - HB 1100 also prohibits health insurers from considering whether a person has received a COVID-19 Vaccine as a condition for issuing health coverage or as a metric to determine health insurance premiums.
 - The bill provides civil remedies to enforce these provisions, allowing individuals who have been discriminated against on this basis to sue.
 - This bill is essentially a COVID-19 vaccine mandate, passport, and discrimination ban rolled into one. Its provisions would protect the abilities of individuals to move about freely in society, without fear of discrimination based on their vaccination status.
 - COVID-19 vaccines [fail to stop infection or transmission](#) of the SARS-COV-2 virus, so the healthy unvaccinated individuals should not be treated any differently from the vaccinated.
 - Any form of discrimination against individuals who have not received a particular vaccine is essentially [a form of coercion to try and get them vaccinated](#) by making life difficult to navigate. It also creates segregation in our society.
 - Our American system of government was founded upon upon [protecting the rights of individuals](#), regardless of whether the infringement of these rights comes from other individuals or entities.
 - I support the efforts of Colorado Legislators who continue to sponsor legislation to protect the right of all Colorado citizens to be free from government vaccine mandates and discrimination based on vaccination status. Last year the Colorado Legislature passed [HB 21-1108](#) prohibiting discrimination based on

gender expression or identity. In 2020 [HB 20-1048](#) passed that prohibits discrimination against hair texture, hair type, or a protective hairstyle. Discrimination should not be allowed in any areas, including based on a person's vaccination status.

- Governmental entities across the nation are [beginning to lift their COVID-19 vaccine requirements](#), which will result in greater personal liberty for their citizens. Governor Polis himself has [ended the pandemic in Colorado](#) and it's is time for our to look out for the best interest of **ALL** citizens by prohibiting these requirements altogether.

To live in a free nation is to have the freedom of choice with regards to our God-given bodies, the right to personal risk assessment, with informed consent, as this vaccine is not a one size fits all, and to not be coerced or threatened through the loss of one's job or career. This is discrimination and everything for which the United States stands.

VAERS shows that this vaccine is NOT safe for everyone. Most recent data shows a total of 1,119,063 reports of adverse events following COVID vaccines were submitted between Dec. 14, 2020, and Feb. 11, 2022. VAERS is the primary government-funded system for reporting adverse vaccine reactions in the U.S.

My entire family contracted COVID-19 in February 2021. We have been exposed multiple times to the virus since then and have remained healthy. Meanwhile, many of our fully vaccinated friends have contracted the virus.

I personally have poor reactions to vaccines and have not had a vaccine in over 25 years. I have had only 2 flu shots in my lifetime and each time I was sick with flu like symptoms for 9 months. As a baby, I had mumps and measles after receiving the vaccines. The COVID vaccine is therefore more of a risk to my health than the virus itself. I contracted the Alpha variant, recovered at home and was back to intense exercise after 2 weeks. As an American citizen, I should have the right choose to make an informed decision about what is best for my health and not be demonized for doing so.

How can you mandate a vaccine when does not prevent infection or transmission and threaten/blame those who have enacted their freedom to make an informed choice?

I am in **SUPPORT** of [HB 1100](#) and I'm asking you to do the same.

Kind Regards,
Anna Aspnes.



Written Opposition Testimony

Submitted by RxPlus Pharmacies

Oppose HB22-1100

CONCERNING THE PROHIBITION AGAINST DISCRIMINATION BASED ON THE REFUSAL TO OBTAIN A COVID-19 VACCINE

Founded in 1981 by a group of community pharmacists, RxPlus Pharmacies, Inc. is a member-owned cooperative buying group, offering pharmacy members personal services that promote the economic, professional, educational, and political advancement of community pharmacy. RxPlus Pharmacies' mission is to keep independent pharmacies in business.

RxPlus Pharmacies has joined public health, business, and community leaders to oppose all vaccine misinformation legislation.

RxPlus believes that vaccines are our best hope to end the pandemic and eradicate preventable diseases. Our members oppose any legislation that misinforms the public and presents a danger to public health.

The application of science has led to the development of safe and effective vaccines and slowed the transmission of COVID-19. Legislation like HB22-1100, undermines the public's health and directly affects employers. The bill provides misinformation to the public that is counter intuitive to promoting best practices for reducing vaccine-preventable diseases. RxPlus Pharmacies opposes any legislation that misinforms the public about the safety, efficacy, and benefits of vaccines.

Specifically, HB22-1100, creates a protected labor class for unvaccinated persons. Employers have a responsibility to protect workers and the public from the threat of COVID-19. This bill would significantly limit how employers can create workplace health and safety policies for employees as well as for their clients and customers. For these reasons RxPlus Pharmacies opposes HB22-1100.

As an employer of health care providers, RxPlus is concerned about the message this bill sends to the public and to health care providers throughout the state. This bill creates risky standards for employers and could lead to outbreaks in health sensitive environments like pharmacies.

RxPlus opposes HB22-1100 because it is unnecessary and could hurt our health care environments.

Thank you for your time and opportunity to submit this testimony in opposition to HB22-1100.

COVID-19 research/data

https://childrenshealthdefense.org/defender/vaers-vaccine-injuries-climb-pfizer-seeks-full-approval/?itm_term=home (anaphylaxis)

<https://www.greenmedinfo.com/blog/covid-19-restoring-public-trust-during-global-health-crisis>

<https://standforhealthfreedom.com/action/investigate-the-cdc/> (changed criteria for death certificates)

https://standforhealthfreedom.com/action/cdc-grand-jury-investigation/?utm_campaign=Solo%20Newsletter%3A%20Stand%20For%20Health%20Freedom%20%28YwBrNB%29&utm_medium=email&utm_source=Daily%20Newsletter&_ke=eyJrbF9jb21wYW55X2lkIjogIksydHBeSIsICJrbF9lbWFpbCI6ICJsYXVyYS5sYXNhZGVyQGdtYWlsLmNvbSJ9

<https://sciencenorway.no/covid19-vaccines-viruses/rare-side-effects-from-the-astrazeneca-and-johnson-johnson-vaccines-may-have-been-seen-in-15-year-old-animal-studies/1848714>

<https://www.nytimes.com/2021/02/23/opinion/covid-vaccines-transmission.html> (transmission vs disease prevention)

<https://medalerts.org/vaersdb/findfield.php?TABLE=ON&GROUP1=AGE&EVENTS=ON&SYMPTOMSSMQ=21&VAX=COVID19>

<https://www.americasfrontlinedoctors.org/citizen-corps/freedom-over-fear>

<https://rumble.com/vctx45-covid-and-the-vaccine.html?fbclid=IwAR0hAnfhtnxpjuHOKmnwWEHsYPkRHsntZn815V-R60IeKnQL4RP4eXDwKmk> (live talk by Americasfrontlinedoctor)

Daily Clout: <https://dailyclout.io/memberships/thank-you/>

Millions Against Medical Mandates (schools): <https://mamm.org/letter-to-schools-about-required-covid-19-vaccination/>

<https://www.the-people-committee.com/translated> (Israeli report)

<https://www.biorxiv.org/content/10.1101/21020.1h2.12.422516v.full> (reverse transcription)

<https://www.nejm.org/coronavirus>

Submitted for HB Committee meeting 5/1/2021:

As a physician, I urge you to pass HB21-1191 which will prohibit discrimination based on COVID-19 vaccination status. It is imperative that people have the right to choose whether they want to receive these experimental, non-FDA approved vaccines that lack long-term safety data. In the last 5 months (between Dec. 14, 2020 and April 30, 2021), a total of 157,277 COVID-19 vaccine-related adverse events, including 3,837 death were reported to the VAERS database. These numbers are only the tip of the iceberg, as a 2010 Harvard study found only 1% of vaccine adverse effects are reported to VAERS. This certainly doesn't support claims that these vaccines are safe. Pregnant women weren't included in the vaccine clinical trials, yet they are being advised to get vaccinated in the absence of any safety data. These vaccines use a novel gene therapy that in previous coronavirus vaccine development attempts caused pathogenic priming and deaths in the animals when they were later exposed to the coronavirus. We don't know if this will happen in people. Per the CDC, the survival rate for people infected with SARS COV2 without treatment is 99.997% for those under 20, 99.98% for 20-49 yr olds and 99.5% for 50-69 yr olds. Our bodies are very capable of fighting this virus, unless we have other chronic diseases. In addition, there are highly effective, safe, inexpensive treatments for COVID-19, including: hydroxychloroquine, ivermectin, zinc, inhaled corticosteroids and zinc. The vaccines have

not been shown to prevent transmission of the virus. Claims about their effectiveness refer only to their ability to reduce the severity of an infection, not to prevent one. They don't confer herd immunity. Without a compelling benefit and given the mounting numbers of reported adverse side effects, including death, people should not be mandated to get these vaccines.

Requiring a vaccine passport to participate in employment, education or other usual activities would be coercive, illegal and immoral per the Emergency Use Authorization, Americans with Disabilities Act, and the Nuremberg Code of 1947. The recent executive order allowing people to take masks off if they can provide proof of vaccination is an ominous step in the direction of vaccine passports and must be addressed now. HB21-1191 is a critically important protection against discrimination with far-reaching implications and one of the most pivotal pieces of legislation you will ever vote on. I urge you to vote for it.

HB22-1100 Prohibit Discrimination COVID-19 Vaccine Status

Wednesday, April 6 2022

Health & Insurance | 1:30 p.m. Old State Library

Testimony: Oppose

Members of the Colorado House Health and Insurance committee. The following comments are submitted on behalf of the Denver Metro Chamber of Commerce and the Colorado Competitive Council (C3).

We trust that businesses take the health and safety of their employees and customers seriously. The COVID-19 vaccines are the best – and only – chance Colorado has to navigate the ongoing pandemic, fully re-open businesses and, most importantly, keep business open and grow our economy.

This bill creates a new “protected class” for employees and customers who refuse the vaccine. It sets up new private rights of action under which businesses can be sued for trying to protect themselves, their employees and their customers on their own private property.

We firmly believe that businesses have the right to decide the best way to protect their employees and livelihood. It is also important to recognize that an employer's vaccine requirements may also depend on the nature of the worksite and the likelihood of COVID-19 exposure.

Ultimately, employers are responsible for the safety of their workers and this bill takes away the ability for businesses to decide what is best for themselves and the health and safety of their employees. Business owners should have the right to make decisions to protect themselves, their employees and their customers on their own private priority.

We encourage a no vote on HB22-1100.

Sincerely,

Adam Burg
Vice President of Government Affairs
Denver Metro Chamber of Commerce

HB22-1100

I am signed up to speak in opposition to HB22-1100. In case my turn comes and I am unavailable due to family commitments I am also sending my testimony electronically.

Hello Health and Insurance Committee,

My name is Emily Adams and I am a parent, daughter, and concerned Colorado resident. Just over 16 years ago my mother driving home and was hit by a teenager who wasn't paying attention. Through no fault of her own her life changed dramatically in that moment. While she is lucky to be alive, she sustained significant injuries and is paralyzed from the chest down. People who are paralyzed typically experience a number of difficult health issues requiring frequent interaction with the health system. In just the last 2 years she has had multiple emergency department visits and a number of hospital and recovery stays. In fact, she is currently in a recovery facility for an 8-week rehabilitation from another surgery. I honestly couldn't tell you how many surgeries she has had in the last 16 years, we have literally lost track.

We have spent the past few years being incredibly careful about her exposure to covid. She has so many risk factors and we all worry that any bout of covid would be serious at best, and quite possibly fatal. My kids have barely seen their grandmother for two years. Thankfully with vaccines we have been able to spend some time together again as a family.

There are a lot of things you can control in your life, but health is often outside of that. One thing that is comforting is knowing that those who interact with my mom, her doctors, nurses, the people who bring food and clean her hospital room, all of them are vaccinated and because of that they are much less likely to pass on an illness that they may not even be aware they are carrying and yet could end her life.

Acting like those who choose not to get vaccinated are some sort of persecuted group of people is incredible to me. There are certain types of employment that should require vaccination. If your job exposes you to people who are particularly vulnerable you should be required to be vaccinated. If you want to work in child care you must get tested for tuberculosis and prove both that you are vaccinated and that you don't have the disease. This is not some new rule for covid. We have always had health and safety protections in place for the benefit of more vulnerable members of society.

Employers have both a right and responsibility to keep their employees and their clients safe without the fear of law suits. I hope that you will continue to allow places that serve our most vulnerable citizens to follow scientific guidelines and recommendations to keep clients like my mom safe.

House Health & Insurance

04/06/2022 01:30 PM

HB22-1100 Prohibit Discrimination COVID-19 Vaccine Status

Typed Text of Testimony Submitted

Name, Position, Representing	Typed Text of Testimony
Miranda Fernandez For Self	<p>I am writing in support of HB22-1100 as I have suffered a personal experience of discrimination from my place of employment for not complying with the Covid-19 vaccine. I work in the private sector. The organization I worked for published a mandate on November 19, 2021 stating all employees with travel in their job description must be fully vaccinated no later than February 20, 2022 or will be terminated. I submitted a religious exemption in January 2022. This religious exemption was approved however 2 weeks after submission however the organization stated they were unable to remove the travel requirement from my job description (I held a management role) therefore they offered reassignment to a non management position and salary decrease. I had 3 direct reports, 1 of whom a male also submitted a religious exemption and his exemption was approved without prejudice. The organization simply removed the travel requirements from his job description. I am a woman in a male dominated aviation industry with the same career structure as my direct report yet my lack of being vaccinated caused discrimination from my organization and as such I was terminated due to lack of compliance on February 22, 2022. I am married to a disabled veteran, who legally immigrated to this country and served in the United States Air Force before being discharged due to disability. My husband did not fight for this country's freedoms only for our rights to be infringed because of a made up requirement and discrimination for non compliance with the vaccine. When my written statement is read, I urge representatives to realize the severity and necessity to approve HB22-1100 to ensure power hungry organizations do not have power overreach of their employees.</p>
Diane Bylund For Self	<p>We should not be discriminated against for our health choices. My youngest daughter Dylann was around 13 years old when she was given the HPV vaccine. As her mother, I agreed to it; we had never had any problems with vaccines, I trusted her doctor. Dylann had a reaction to the HPV vaccine. She passed out, was put on oxygen and became paralyzed for several hours. It was one of the scariest days of my life. After more research, I learned that some young girls receiving this "safe" vaccine suffer long term neurological problems and death. I have been more careful about researching vaccines, knowing that they are not always safe for everyone. You can understand why Dylann is reluctant to get the COVID vaccine. There have been no long term studies on its safety. We now know that it doesn't keep you from contracting or passing COVID. They say that if vaccinated your symptoms will be milder and you will not end up in the hospital. Dylann had COVID with mild symptoms for a few days and was nowhere near hospitalization. Now she has a natural immunity. Should she be required by a school or</p>

	<p>any company in which she seeks employment to receive a vaccine that has killed people, caused chronic health problems and is experimental, or should she be allowed to make her health decisions with her doctor who has said she has seen adverse reactions from this vaccine and doesn't believe it should be mandated.</p> <p>My oldest daughter, Kelsey works for a company that sent their employees home to work when covid began. They have said many times that their employees will be returning to the office on a certain date, only to move that out several months. There are factions of this company that have been required to get the vaccine, or lose their job. At this time, Kelsey has not been told that it will be required, but has not been allowed to return to the office because she is not vaccinated. She and many colleagues wait for the day they will be told they are required to take an experimental vaccine or lose their jobs. For Kelsey, her concern is not for herself, but her unborn child. There have been a mix of reviews telling us that the vaccine causes miscarriages and others telling us that it is safe, but do you believe; the pharmaceutical companies making billions without accountability for damages, or doctors who are trying to be heard while being censored by big tech? Should Kelsey's company be allowed to make her choose between the health of her child or supporting her?</p>
<p>Carolyn Brninski For Self</p>	<p>I urge you to support HB22-1100 in the Health and Insurance Committee on April 6. HB22-1100 prohibits discrimination in any setting based on one's Covid-19 vaccine status.</p> <p>Vaccine mandates currently exist in Colorado for a wide range of workers. Such discrimination is seriously impacting the lives of thousands of Coloradans and their families, and it must end.</p> <p>Covid-19 vaccine mandates are inherently racist. According to the Colorado Department of Health and Environment (CDPHE), vaccination rates in Colorado (one or more doses) by race are White - 77%, Native American - 72%, Asian - 68%, African American - 65%, Hispanic - 39%. As a result, any employer who requires its employees to be vaccinated is discriminating on the basis of race.</p> <p>The CDC admitted, in July 2021, that the vaccines do not stop transmission of the COVID virus. The CDC has also admitted that both vaccinated and unvaccinated, when symptomatic, transmit the virus equally. Therefore, there is no public health benefit in mandating Covid vaccines, and any discrimination based on Covid vaccine status must be prohibited.</p> <p>Our nation's vaccine safety monitoring system, called VAERS (Vaccine Adverse Events Reporting System), requires health care providers in the</p>

	<p>U.S. to report all vaccine injuries. This system is co-managed by the CDC and the FDA. As of March 12, 2022, the number of reported injuries due to the Covid-19 vaccines is 1,168,892 which includes 25,158 deaths. By contrast, the swine flu vaccination program in 1976 was halted after 53 deaths.</p> <p>Since no long-term studies have been done on Covid vaccines, their safety is unknown. No one can be legally mandated to take a substance which is approved under an Emergency Use Authorization and for which long-term safety is unknown.</p> <p>There is pressure from Governor Polis and other state officials for parents to get their young children vaccinated. This is egregious and violates parental rights.</p> <p>People have the right under U.S. law, the Constitution, and international law to choose what goes into their bodies. Mandates violate this right and a person's free choice.</p> <p>By allowing Covid-19 vaccine mandates for Coloradans, state officials are in violation of the Nuremberg Code.</p> <p>Please support HB22-1100 next week and end discrimination based on vaccine status in our state.</p>
<p>Barbara Salame For Self</p>	<p>Dear Committe Members,</p> <p>There are many reasons why someone might choose to decline the Covid-19 vaccine. Among the most common are conscientious objections, religious convictions, a history of prior vaccine injury and concerns over safety, including the lack of short and long-term safety data.</p> <p>Speaking personally, both my son and his fiancée, as government contractors, were required to be vaccinated last year. My son was successfull in obtaining a religious exemption, but his fiancée felt enormous pressure to get the vaccine against her wishes. She subsequently experienced health problems and has no recourse against her employer.</p> <p>This is going on all across the country, especially for those serving in the millitary, where those individuals refusing the Covid-19 vaccine are threatened with dishonorable discharge and loss of benefits and good standing in the millitary.</p> <p>Please recognize how important this legislation is to maintain the rights of employees in these "new normal" times that we are living in. Thank you!</p>

	Very sincerely, Barbara Salame
Andrea Mercier For Self	<p>I am a mother who has a medically complex child. I have been discriminated in various health care settings based on whether or not a doctor wants to discuss anything related to vaccine injury or not. Our son's current state of health is one with many co-morbid conditions. His various vaccine and non vaccine related injuries are never reviewed across many institutions.</p> <p>It effects our lives in horrible ways and we don't receive access, accommodation. Some pediatricians have refused to continue care with us.</p> <p>Now we are living in a time where if we don't take any more risks.....because we have spent so much it drains us financially then we are not allowed to make a living, or provide for our family. I don't wish this hell on anyone. Mothers and fathers of vaccine injured children do not wish to risk becoming disabled or dying and leaving there child in a world that doesn't care about certain adverse events. In a world that prefers to turn a blind eye at the horrors of its making. Please consider supporting this bill no matter your political status.</p>
Matthew Costigan For Self	<p>I submitted a request for religious exemption with my former employer, RSI EnTech. RSI EnTech is the Legacy Management Contractor to the U. S. Department of Energy.</p> <p>I believe I fulfilled every reasonable request from them asking for proof of religious exemption with the exception of completing their scripted, manipulative questionnaire. After I was informed that my request for religious exemption was denied, I appealed for reconsideration. This was not granted. Additionally, I requested a response from them outlining what protocols were used by them (subjective or objective) to arrive at their decision. RSI EnTech refused to address any details regarding how they reached their decision. According to documentation/information promulgated by RSI EnTech to employees regarding vaccination, if an employee did not want to receive the vaccination, they would have to undergo weekly testing to continue to work. This option was not offered to me as a compromise. However, it was, and still is, being offered to some of my former co-workers so that they can remain employed by RSI EnTech.</p>
Kristen Bara For Self	<p>I am for bill HB22-1100 - Prohibit Discrimination COVID-19 Status.</p> <p>I was wrongfully terminated from my job due to not taking the COVID-19 vaccine. I had concerns about the long-term effects on my health since there have been no long-term studies conducted on the vaccine including how it effects fertility and pregnancy. Vaccines take 10-15 years to be fully studied and approved.</p> <p>According VAERS, the adverse events reported due to the vaccine are well above the cutoff point that other vaccines have been taken off the</p>

	<p>market for in the past. Although the pharmaceutical companies and CDC report that the vaccine is "safe and effective," recently released Pfizer reports show this is far from true. Pharmaceutical companies are absolved from any liability that arise from these vaccines.</p> <p>All COVID-19 vaccines are still under Emergency Use Authorization (EUA) status. Under this status, rule 21 U.S.C. & 360bbb-3(e)(1)(A)(ii)(III) states each individual must be informed "of the option to accept or refuse administration of the product, of the consequences, if any, of refusing administration of the product, and of the alternatives of the product that are available and of their benefits and risks." In other words, you cannot mandate the COVID-19 vaccine under the EUA status. The individual has the choice, without penalty, to be vaccinated or not.</p> <p>These decisions should be made between a doctor and their patient. Employers have no right to be part of this decision nor force their employees to file invasive exemptions infringing on their medical or religious privacy.</p> <p>This isn't the first time employers have put their employee's health and safety in jeopardy. Mandating the COVID-19 vaccine is just another example of this. No one should be forced to choose between their livelihood and their health.</p> <p>Thanks Representatives Kim Ransom and Shane Sandridge for sticking up for the rights of Coloradans.</p>
<p>Lawrence Reeves For Self</p>	<p>I encourage you to vote for this bill. It is illegal, immoral and unconstitutional. An employer or has no authority or right to make personal medical decisions a requirement for employment. To make receiving covid-19 gene therapy injections a requirement for employment ignores natural immunity, which has been proven to be vastly superior in preventing the contraction or spread of this virus. Also, the injections have been proven by scientific studies to not prevent the contraction or spread of covid-19. Please vote yes.</p>
<p>Janet Zacharisen For Self</p>	<p>This bill is of great importance to those of us in the population that have experienced a vaccine injury. In my case the injury was possibly life threatening.</p> <p>The flu vaccine (shot) destroyed my own body's immune system. It was a frightful situation and the CDC did not provide patients who received the shot/vaccine of this possible side effect. The information I had to find directly on the CDC website where they stated that their own scientists found that this was happening to a certain percentage of the population and they did not know why it occurred but it did occur. I never took another shot. It's frightening when your natural immune system is suppressed. I was constantly ill with viruses and then it affect my heart and my blood pressure would shoot up to 190/100. The blood pressure</p>

	<p>medications did not work but actually raised my blood pressure and my pulse to a resting pulse of 110.</p> <p>I know doctors want to know if a patient has an adverse affect from a drug. The same needs to be true for a vaccine.</p> <p>I wrote to HR Joe Neguse about this concern in April 2020 (long before the Covid vaccine was available. At that time they had no definite information to share.</p> <p>The medical profession would not insist on giving a patient penicillin if that patient had had a reaction (any reaction) previously. The same should hold true for vaccines released by the CDC.</p>
<p>Laura Lasater For Self</p>	<p>Dear Members of the Health Insurance Committee of the Colorado General Assembly,</p> <p>As a physician, mother and non-partisan constituent, I urge you to support HB21-1100.</p> <p>We are witnessing our society being split into a two-caste system of privilege based on vaccination status. Already people are being denied access to employment, education, travel, public events, or even life-saving medical procedures, like organ transplants, based on their vaccination status. Minorities, woman and the poor are disproportionately affected.</p> <p>There are many legitimate reasons to decline vaccination. Black Americans are justifiably reticent to receive the COVID-19 "vaccine" because of historical events in which their trust was betrayed or the medical establishment abused them.</p> <p>Women have every right to be concerned about the COVID-19 shots because many adverse side effects related to the shot occur at a higher incidence in women, including anaphylaxis. Reports of menstrual cycle irregularities and miscarriages in vaccinated women raise the question of whether these vaccines may affect women’s reproductive health, and studies show the vaccine components concentrate in the ovaries. Pregnant women were excluded from vaccine clinical trials, so we have no data regarding the safety of these vaccines in pregnancy. It appears that Pfizer knew there could be reproductive consequences because trial participants were instructed to avoid intercourse for at least 28 days after vaccination, yet the populace has not been given any such precautions. It is irresponsible and unconscionable to advise pregnant women to get these vaccines in the absence of any safety data.</p> <p>Many physicians and researchers around the world are challenging vaccine safety claims. Recently released Pfizer clinical trial documents show that Pfizer was well aware of 42,086 adverse events and 1,223</p>

	<p>deaths between 12/1/20 and 2/28/2021 (right after vaccination was initiated.) As of 3/25/2022 there have been 1,205,753 COVID-19 vaccine related adverse events and 26,396 deaths in the U.S. alone.</p> <p>Do we want a system in which people can be forced by regulatory agencies to receive experimental medical interventions they don't want in order to have the "privilege" to simply participate in society? Vaccine mandates and/or passports desecrate the American values we hold so dear- inclusion, anti-discrimination and equity, and self-determination. I urge you to support HB21-1191.</p> <p>With gratitude, Laura Lasater MD</p>
<p>Geoffrey Wilson For Self</p>	<p>I support HB22-1100 because it's unconstitutional and un-American to discriminate against a class of citizens (those not vaccinated against COVID) on the basis of a personal health choice. These vaccines haven't proven to be safe or effective, and the risk from COVID, never very dire for the vast majority, is long past its peak.</p> <p>Even if the COVID threat was great and the vaccines safe and effective, it'd be the government's prerogative to enforce emergency public health measures, not that of the private sector. The state shouldn't allow, let alone encourage, employers to pressure workers to be vaccinated against their wishes.</p> <p>Thank You,</p> <p>Geoffrey Wilson</p>
<p>Robin Rock For Self</p>	<p>Greetings Colorado Representatives:</p> <p>I would PLEAD with you to vote in favor of this bill. While your ears may be tickled with many paid lobbyist. I am an everyday citizen. In the last economic impact of lockdowns report by Dr. Paul Prentice we learned of the over 40% plus suicide rate in Colorado. Shocking and sad. in the last few years Colorado Hospitals have seen over 65% increase in overdoses. Again Shocking and sad. How do those number apply to this bill. Hope. Your citizens need hope that you don't just listen to half the state and totally ignore the other half of Colorado people. I am testify that I have watched my daughter and her friends struggle as time and time again employers are asked by the government to discriminate in an unamerican spirit. My own daughter has an employee that has be noseay into her personal health and her decisions. For over 8 months she has had a possible firing over her head. That is added and unneeded stress. Colorado needs its young Electrical Engineers, to stay in Colorado. Give them a reason to stay. Let's trust our health care to informed doctors and the individual. Please protect my daughters and sons from becoming slaves to corporations and employers. Please pass this bill out of committee and let it go forward. Give us HOPE.</p>

Earl Staelin For Self	I am an attorney and also have studied nutrition for 51 years, including completion of a Ph.D. degree in nutrition except thesis. The bill is based upon sound science in that the COVID vaccine has never been studied for long term side effects, it does not prevent transmission or infection, and existing records of Pfizer and the CDC's VAERS database show a high incidence of injuries from the vaccine.
Taryn Galow For Self	Please vote YES on House Bill 1100, the Immunization Nondiscrimination Act, to end discrimination based on vaccine status. The discrimination that has occurred and that continues in Colorado has cost me so much - financially, socially, emotionally, professionally. Due to severe medical conditions, I had to obtain a medical exemption for the vaccine. Even though I have a medical exemption, I have been treated as a second class citizen and an outcast. I used to play with the Denver Philharmonic and now I can't because they are requiring vaccination and even if I did play I wouldn't be able to talk with anybody during breaks, I would be required to go to a separate place away from everybody else. I have also been harassed by my workplace in the public schools threatening to fire me and charge me \$5,000 fine. I could die if I receive the vaccine. Please end this horrible, undemocratic, unjustified discrimination by voting yes on this bill. My name is Taryn L. Galow, I live in Aurora.
LaDonna Robertson For Self	I am here today requesting the Colorado General assembly vote YES on the HB-22-1100 bill. Although at the beginning of the the pandemic and when the emergency order for covid-19 shots were first in play, the science was not really there to tell the whole story. Now, the science is out and we truly know that getting 2 shots AND boosters does not PREVENT one from getting or even spreading covid; in fact, counties with high vaccine rates are getting covid MORE than counties with low vaccine rates. There are more and more medicines coming out that one can take when getting covid. AND the most important thing is: MEDICAL FREEDOM and our constitutional right to autonomy. We should be able to choose what to do with our bodies - whether it is a surgical procedure, taking certain pills, smoking a cigarette or weed or getting a vaccine that does not prevent the illness. All businesses should not discriminate or force anyone to get a vaccine, and if they discriminate because of that they should be held liable, just like they are held liable for any other discrimination laws. If you voted in the PAST to allow total autonomy for a woman's body - you HAVE to vote the same for this bill as well!!!!
Krista Fricke For Self	The right to bodily autonomy is a non-negotiable human right of every individual regardless of race, religion, gender, or sexual orientation. It is essential to a free society, in which its citizens are protected from being forced or coerced into participating in any medical procedure, particularly one that is still under investigation by the FDA, and not yet fully approved. The mRNA technology used in COVID-19 vaccines has

	<p>never been used in humans. These products come with limited short-term safety data, and experts agree limited efficacy, and waning immunity. There is no long-term safety data, and notable reported side effects, such as myocarditis and blood clot disorders. Furthermore, there is no liability or compensation for those who take this product and are injured, or die. As each person is biologically and genetically unique, how can safety and efficacy of the COVID-19 vaccines be verified knowing this? Recently, the "CDC removed over 72,000 COVID-19 deaths," statistics used to justify mass vaccination. In addition, CDC revealed "over 75% of COVID-19 deaths had four or more pathological conditions, or comorbidities." There also is no current data on how many people who have already had COVID-19 and recovered naturally, which completely dismisses natural immunity. Given this information, it is clear that full informed consent cannot be achieved with the COVID-19 vaccines. Informed consent is required by law for any medication, and medical procedure. It involves disclosing all risks and benefits of a medication or medical procedure by a licensed healthcare professional, which takes into account a person's individual and unique health status, and then allows and protects the right of the individual to make an informed medical decision that is right for their health. Removing one's health care provider and injecting one's employer, health insurance carrier, any government agency, or public institution into making a medical decision for an individual violates informed consent, could lead to unintended harm or injury, as well as undermines the sacred physician-patient relationship. It is therefore unethical to require proof of COVID-19 vaccination. Each individual's lawful right to make informed medical decisions for themselves must be protected, and any form of discrimination, retaliation, harassment, or intimidation must be prevented by allowing for civil action to be taken on the individual's behalf.</p>
<p>Kaci Nice Against Self</p>	<p>Please don't vote for this bill, I personally oppose it for many reasons. There are been required vaccinations for many years in schools and other professions to ensure the safety of those around you. I do feel that because this is not an individual choice and it does affect others that it should be required, same goes for not drinking and driving. If we all did what we wanted, it would hurt others.</p> <p>Thanks, for considering not voting for this</p>
<p>Patricia Spoerl For Self</p>	<p>I have been a nurse for over 30 years. In my whole career I have never seen such politicalization of healthcare as we are seeing now. Care should be between patients and doctors. It should not be the employer (whether healthcare employees or another organization) that dictates this.</p> <p>I and several of my healthcare colleagues were fired over either not getting the vaccination or doing required testing when it was known the tests were giving false positives. Safety of the frequent testing was also not determined long term. The tests had a substance on them, ethylene oxide, that can cause cancer. It is wrong for employers to subject</p>

	<p>employees to this. Testing of healthy people is unnecessary. We Took care of patients for almost 2 years before we had to do these ridiculous requirements. We are needed in the healthcare industry and should not have been fired over vaccinations or testing. Patricia Spoerl</p>
<p>Sarah Simon For Self</p>	<p>My husband and I strive to maintain an organic household, raising our own vegetables and making mindful product purchase decisions. Neither one of us wants to participate in a medical shot experiment that may damage our bodies. I was pushed out of my employment over the Covid experimental shot issue. I no more will let my employer dictate my decisions to participate in medical experiments than I would allow an employee to dictate the birth control decisions in our household. Our bodies, our choices!</p>
<p>Pete Dean For Self</p>	<p>Esteemed Legislators --</p> <p>I am writing in support of HB22- 1100, a bill that will protect medical freedom for Colorado citizens. This bill protects the basic human right of an individual over their own bodily autonomy, a right that should not be infringed upon by employers or government.</p> <p>The COVID pandemic has been very serious, but these vaccines do not protect against infection or transmission and have caused harmful side effects for many individuals.</p> <p>I strongly urge you to support this bill and demonstrate that you represent the interests of your entire constituency in Colorado, including those who have chosen to take the Covid-19 vaccine and those who have chosen not to.</p> <p>Thank you in advance for your support of this important bill.</p> <p>Sincerely,</p> <p>Pete Dean Broomfield, CO</p>
<p>Jenna Rock For Self</p>	<p>Greetings, I would like to ask you to vote in favor of this bill. Medical decisions should only be made by the individual and their doctor. Keeping employers/business entities out of the decision process is best since they have no medical qualifications to make those decisions in mass. This country is built on the foundation of freedom and allowing each person to make their own decisions is the most respectful of individual rights that we can be. This isn't like an employer requiring a uniform to be worn, a uniform can be shed upon returning home. This decision is for life and each person's decision should be respected. Thank you for your time and for respecting each individual in our beautiful state of Colorado.</p> <p>Your carefully watching voter in El Paso County.</p>
<p>KATHLEEN STEHLIK For</p>	<p>I am so pleased to see this bill being presented. I find required vaccination by employers, government, or medical field to be</p>

Self	unconstitutional and a violation of the people's rights. Our body is our own property given us at birth from God. We have rights and sovereignty over our body and decisions to be made regarding our health and safety. None of the above-named entities have any right to mandate, or terminate an employee take a medical procedure. This bill provides for a very needed protection for employment security, and an opportunity to appeal this injustice should any of the above-named entities promote further illegal mandates. Thank you for the opportunity to state my support for this bill.
Jennifer Guinn For Self	I support this bill. I encourage everyone to vote for this bill, to prohibit discrimination against vaccine status.

Bill HB22-1100

Hello Mr./Mrs. Chair and Members of the Committee.

Article II section III of the Colorado Constitution says, "All persons have certain natural, essential and inalienable rights, among which may be reckoned the right of enjoying and defending their lives and liberties; of acquiring, possessing and protecting property; and of seeking and obtaining their safety and happiness." I am a proponent of this bill because it protects the rights given to us by the Colorado Constitution. First, it ensures that no one can be discriminated against because of a medical decision and second, no one can be forced to take part in aforesaid medical decision. These rights will be stifled if persons are discriminated against, mandated to take the COVID-19 vaccine, or only allowed to take part in these "inalienable" rights if they are vaccinated.

Whether a person takes the vaccine or not, it is constitutionally their right to make the choice. The government, no matter what branch, has absolutely no power to mandate or require persons to inject anything into their body.

AP News says this about the survivability of COVID-19: "THE FACTS: As of July 23, there were more than 34.3 million known cases of COVID-19 in the United States and 610,370 deaths, according to data from Johns Hopkins University. That means the case fatality ratio -- or the portion of known cases that result in death in the country -- is 1.8%. In other words, on average, 98.2% of known COVID-19 patients in the U.S. survive. Because the true number of infections is much larger than just the documented cases, the actual survival rate of all COVID-19 infections is even higher than 98.2%." This data shows that the seriousness of coronavirus is not severe enough to mandate the mass public to take the vaccine.

People can and should look at the data for themselves, and from that make a choice that they feel is the safest for them. The Colorado Constitution states that all people have rights to make choices that support their rights of life, liberty, and the pursuit of happiness. This bill protects those rights for the citizens of Colorado. That is why I am in favor of this bill. Thank you, Mr./Mrs. Chair and Members of the Committee, for your time and consideration.

Bill HB22-1100

Hello Mr./Ms. Chair and Members of the Committee.

Article II section III of the Colorado Constitution says, "All persons have certain natural, essential and inalienable rights, among which may be reckoned the right of enjoying and defending their lives and liberties; of acquiring, possessing and protecting property; and of seeking and obtaining their safety and happiness" (Colorado Constitution, article II section III). I am a proponent of this bill because it protects the rights ^{stated} ~~given~~ to us by the Colorado Constitution. First, it ensures that no one can be discriminated against because of a medical decision and second, no one can be forced to take part in aforesaid medical decision. These rights will be stifled if persons are discriminated against, mandated to take the COVID-19 vaccine, or only allowed to take part in these "inalienable" rights if they are vaccinated. That is why I am in favor of this bill. Thank you, Mr./Ms. Chair and Members of Committee for your time and consideration.

"Colorado Constitution." Ballot Pedia (ballotpedia.org/Colorado_Constitution).

This Bill ~~alliges~~ reinforces the Colorado Constitution and our natural born rights.

NAZI SPEECH

Written Testimony

Written testimony is a public record under the Colorado Open Records Act (CORA) and is provided to individuals upon request. Individuals submitting written testimony must use this sheet, but do not need to complete the optional portions. Attachments to this sheet are permitted. Please see a staff person for any questions regarding written testimony.

(page 1)

Bill: HB22-1100

Date: April 6, 2022

My name is Julie Denton, I am representing the Colorado Health Choice Alliance, a non-profit 501c4 with the mission of protecting vaccine exemptions, promoting informed consent & preserving medical privacy. We ask for a YES vote on HB1100

Name Julie Denton		
Address (optional)		
City (optional) Castle Rock	Zip (optional) 80104	
Telephone: (optional)		
Email: (optional)		
Representing		
Position on Bill:	For <input checked="" type="checkbox"/>	Against
	Neutral	

The CDC has admitted that the vaccine does not prevent the spread of SARS-cov-2, yet in October 2021, CDPHE passed a rule requiring 911 healthcare workers to be vaccinated against SARS-cov-2. As a result, 5290 healthcare workers lost their job, creating a shortage in the healthcare field. We still don't know the full ramifications of those losses - what specialists did we lose? How many hundreds of years of combine experience have we lost? How many people in the special needs community were effected because they lost therapists or specialists? How many people on medicaid were effected by losing their CNA care because of staffing shortages? The ripple effect of that rule is still playing out.

The ability to work & provide for your family should not be based on the medical treatments you choose or don't choose - especially when we know its not effective.

A few weeks ago, this same committee killed HB22-1015 which would have allowed off-label use of already approved drugs to treat SARS-cov-2, with the majority party consensus from you being "there ->

Written Testimony

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Bill: HB22-1100

(page 2)

Date: April 6, 2022

Needs to be more studies from
Ivermectin" - despite the 80 valid
studies we have, and yet the
SARS-cov-2 vaccine has far fewer
studies & credibility but it's being
forced on people who don't want it, with severe life altering
consequences.

A Yes vote on HB1100 will protect Colorado's workforce,
citizens and economy. Please vote Yes!

Name Julie Denton		
Address (optional)		
City (optional) Castle Rock	Zip (optional) 80104	
Telephone: (optional)		
Email: (optional)		
Representing		
Position on Bill:	For	Against
	Neutral	

From: Stefania Vaughan

Dear Chair and members of the committee,

Thank you for your time today as we present our testimonies.

I would like to urge you to vote Yes on the bill HB22-1100. Here are my reasons why:

we are not arguing for or against vaccination.
The principle of general welfare as it is stated in Colorado Constitution:

"We, the people of Colorado, with profound reverence for the Supreme Ruler of the Universe, in order to form a more independent and perfect government; establish justice; insure tranquility; provide for the common defense; promote the general welfare and secure the blessings of liberty to ourselves and our posterity, do ordain and establish this constitution for the "State of Colorado".

... refers to a welfare that is "general" to all public, and not "specific" to a certain group or subgroup. It follows that in regards to the issue of healthcare, to promote the general welfare of the people is to broaden the choices and accessibility of healthcare to all, not to narrow it down. The situation that many of us have been witnessing lately in our workforce is the exact opposite of broadening the choices of personal healthcare - to either get vaccinated or to be submitted to a twice a week routine of being tested. Or be let go - this sadly, is another form of discrimination that we are all working so hard to change.

For vaccinated and unvaccinated equally, our privacy has been affected. Not only did our choices become, submit or lose your job, but the privacy of our medical records is violated by forced disclosure of vaccination status. The HIPAA rule that will not allow you to see your loved one in a hospital if they are in critical condition, ~~the same HIPAA rule is tossed aside when one~~ is forced to disclose ~~their~~ ^{my} vaccination status to keep their own employment.

will protect me

what legislature

The availability of the vaccine created easy access to it for everyone who wanted it. The rest of us didn't. Using coercive measures like jeopardizing one's employment does not make vaccines more popular - it literally forces the unwanted health treatment on an individual who is afraid to lose their job if they do not obey. The alternative to vaccine care is a constant exposure to virus-infested covid testing facilities, which is more likely to spread the virus. Some of those who received vaccination for the sake of employment were forced to sign a paper stating that they have received the job voluntarily. Is this general welfare?

While we are not discussing the effectiveness of the vaccine in general, we must admit one single fact in front of us: that vaccines themselves do not stop the spread. Not only does the data show that vaccinated people around us get sick with covid, they also spread it. If the employer or state were really after stopping the spread, all measures of gaining immunity must be taken into consideration. Discriminating one group of people who chose to vaccinate from the other who chose to gain immunity naturally, creating different rules for each group, and especially making the life of unvaccinated group visibly disadvantaged by making them wear masks and committing them to multiple testing trips per week, is not promoting the general

My Father

welfare. It is criminalizing the freedom of choice. Many diseases do not require vaccination if an individual has already recovered from that disease - a simple test can reveal this information. Think chicken pox. In Europe, the covid natural immunity is considered on par with vaccination, leveling the rules for all.

Each one of us has to assess our personal choice risk : a risk of potential consequences from getting sick naturally or a risk of potential consequences of getting a vaccine. Forcing either risks on employees is unimaginable tyranny. Neither choices should be mandated, legislated, or ordered.

It is inhumane to put people in a position to be choosing between vaccination and financial ruin, especially in the times of economic crisis. It is not good for the community, it is not good for morale and stability, and it is not good for the economy when we purposefully increase the number of unemployed. It is not a general welfare.

Please vote Yes on this bill so we can make sure our workers have no hesitation in following their conscience and enjoying their privacy when it comes to health choices. Please vote Yes also so that our employers would not experience unnecessary pressure and instead focus on providing a great product and good jobs. Thank you.

To the Health & Insurance Committee Members,

I am currently seeking employment after being a stay-at-home Mom for many years. I've chosen not to get the Covid-19 vaccine for personal medical reasons, as well as the fact that I have natural immunity, further proven with a blood drawn antibodies test. I don't need to defend my reason for choosing not getting the vaccine, but for this testimony I felt it was relevant to share.

Many companies with job openings on various online job sites state in the job description "must be fully vaccinated with the Covid-19 vaccine". I pass over those job posts as I don't fit that particular qualification. I purposely look for this requirement as to not waste my time or the employer's time if that's what they require for new hires.

However I'd like to share an incident which happened on 2/17/22 during a video interview with a company based out of Centennial, Colorado. This company does not list Covid-19 vaccine requirements in their job description posts. I spent a half hour speaking with the company's recruiter, I felt as though the interview was going great, as our back and forth discussions were progressing beautifully. We even got as far as to the next steps in the hiring process so I'd know what to expect if I were to move forward to the next phase of interviews. Then it happened.

She mentioned they are required to wear masks; I can look past that even though Douglas County or the State of Colorado has a current mask mandate in place. She states that the company's employees have to be fully vaccinated. She then proceeded to ask me if I was vaccinated with the Covid-19 vaccine. I told her that I wasn't vaccinated, and shared that I have natural immunity. Well, that was a deal breaker; she couldn't get off the video interview fast enough. Even had the audacity to say to me, "If your personal preferences change, feel free to let us know!"

Never in my life have I been discriminated against for not being vaccinated with a specific vaccine for a job I was more than qualified to do. I was appalled to say the least and heartbroken that we as a society have gotten to this place. I never would've proceeded with the interview had I known this was a requirement. But at the same time, it shouldn't be a requirement. We're being told there are more job openings than people to fill them. There are people in Colorado, like myself, who want to work. However, we're being turned down for personal medical decisions that are not mandated by the U.S. Government or by the State of Colorado for businesses. According to House Bill - HB22-1100, item number one speaks directly to what I've been experiencing as an individual seeking employment. It states, Covid-19 Vaccine status can NOT be considered for hiring, firing, promotion, benefits or any other workplace considerations.

I have to believe that I'm not the only one who's being discriminated against while seeking employment because of the Covid-19 vaccination requirements of businesses. So I ask of this Committee, for myself, and for countless others who just want to work and provide for their families, pass this bill so we can move forward not backwards at the workplace. This has gone on long enough.

Respectfully,
Kristin Grayner

April 6, 2022

Dear Committee to Evaluate HB1100,

I have applied for several jobs knowing that they will not hire me at the last moment. Are you going to allow employers to dictate medical issues? Are you going to allow employers to screen people for health issues before allowing them to work? Do you want me to be self-supporting (as is my preference) or do you want me on the public dime?

One of these jobs is the Medtronic job listing for a graphic designer from March 2022. The job recruiter is Three Points Solutions, Inc. Their job ID is MEDTJP00042782. There is no listing of the vaccine requirement on the PDF that I have but I believe that we talked about it in person or via phone with the staffing agency.

Another job requiring the vaccine is the Marketing Assistant at Integral Consulting Inc. listed on Indeed from Nov. 28, 2021. (www.integral-corp.com)

From the job listing: "All employees are required to receive a COVID-19 vaccination authorized for emergency use by the U.S. Food and Drug Administration (FDA). If extended an offer of employment, you will be required to provide valid proof of your COVID-19 vaccination prior to the start of employment. For any employee who chooses not to receive a vaccination due to a medical reason or based on religious beliefs, Integral may offer reasonable accommodation. Each request for exemption, regardless of the reason, will be evaluated individually by Human Resources in accordance with the Company's equal employment opportunities policies and applicable law."

Another job was for Senior Graphic Designer at CDM Smith, saved 11/20/21: "CDM Smith's Industrial Business Unit is looking for an experienced Senior Graphic Designer"...

"As part of our continuing efforts to combat the pandemic and to comply with the U.S. President's Executive Order on Ensuring Adequate COVID Safety Protocols for Federal Contractors, effective December 3, 2021, as a condition of employment, all employees will be required to be fully vaccinated and provide proof of such COVID-19 vaccination or alternatively have applied for and received approval for a religious or medical exemption."

The employment process is touchy. Are they going to allow someone to request an exemption before they are hired?

The Visual Storyteller job at Metropolitan State University of Denver was saved March 7th, 2022:

"MSU Denver is requiring all employees to provide proof of being fully vaccinated for Covid-19, or to submit an exemption and be subject to following the Covid-19 safety protocols. As an employee of MSU Denver, an exemption or lack of proof of vaccination will require you to submit to weekly Covid-19 testing starting the week of August 23, 2021. Additionally, all institutions on campus are requiring that masks be worn indoors regardless of your vaccinations status."

They will allow me to work but only if I jump through weekly hoops that segregate me from the other employees. They want me to take a PCR test, even though the founder never intended it to be used for diagnosis, and it is notoriously inaccurate. And the PCR test may hurt the spot between the throat and the brain, which can perforate and cause leakage. There is DNA in my cheek - why reach all the way up there to hurt people?

It is discrimination at work, and treating people differently. I KNOW when I am sick and have already stayed home for very minor illnesses. I know when I have a fever and don't go to work. And I stayed home while losing pay; there was no sick time at the job.

In the case against Playboy (1970's?), they wanted a check of women's vaginas for STD's and past pregnancies as a condition employment. This was wrong then and is wrong today.

This COVID vaccine is an experimental drug trial. I should not have to volunteer to be experimented on in order to gain daily work and funds. This is especially so given the outcome is not yet known. This status is protected by the Nuremberg Code, which prohibits medical experimentation on people without knowing the true risks, possible benefits and outcomes.

In addition, I already have chronic illness that I have labored long and hard to kick out. My health is fairly good and I want to keep it that way. There are many VAERS reports of injuries, longterm illnesses (heart inflammation), and death. We should be stopping this covid vaccination program instead of allowing employers to use it as a screening tool.

Stop all discrimination in employment now! We are allowing employers and governmental agencies create two societies - those who work and have food and those who don't work and have to be poor or on public support.

Support our independence, God given right to freedom to work and have liberty to do what we wish with our own bodies. Medical rights and sovereignty! That's what it is about.

Diana Sproul
Fort Collins, CO



Testimony for HB22-1100 Lindsay Diamond to: committees.lcs.ga 04/06/2022 02:55 PM

Hello Representatives and thank you for your time today. I am a research scientist at CU Boulder. My research area is vaccine mis- and disinformation and, more specifically, the co-opting of social and racial justice movements to target communities of color. My recent related research publication is available here: https://neurdy.com/s/Diamond_etal_chi22.pdf.

I strongly oppose this bill. Vaccines are universally recognized as one of the greatest medical achievements of the past century. Under federal and state law, immunization status is not considered a protected class such as race or religion. So the use of words like ‘civil rights’ is misleading. Vaccine requirement laws and regulations in all 50 states always allow for exemptions for medically valid reasons and employers are required to give reasonable consideration to accommodations for those who cannot be vaccinated.

As a scholar in the area of vaccine mis- and disinformation, the most alarming aspect of this bill is the inflammatory and coercive language that co-opts and exploits medical racism to stoke fear in communities of color that have been disproportionately impacted by the pandemic. The bill is filled with vaccine misinformation related to safety as well as information which preys on legitimate, long-standing fears and experiences of racism and bias. When, in truth, communities of color stand to benefit the most from the vaccine. The use of this co-opted civil rights language is predatory, unconscionable, and unacceptable.

The reality is that this bill ostensibly speaks to one foregrounded issue but cleverly keeps its consumers blind to the real agenda, which lurks in the background. The foregrounded topic of a discrimination is a masquerade. We know this is true with the topic of vaccines, as there are plenty of other aspects of medical racism that persist. Yet, instead of addressing topics of equity or access—real problems affecting overall health in communities of color—the authors of this bill co-opt medical racism for political purposes and deny the value of vaccines.

We should not support bills that impose government regulations on private businesses and employers and limit their freedom to create safe, healthy environments for all. As a state, our efforts should be focused on health access and equity for all Coloradans.

Vaccines continue to represent our best hope to end the pandemic, and we need to focus on increasing vaccine access and acceptance to finish the job. Thank you for opposing this bill.

Lindsay Diamond, Ph.D.
Longmont, CO 80504

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Lindsay Diamond, Ph.D.
[neurdy](https://neurdy.com)
Pronouns: She/Her/Hers



AMERICAN ATHEISTS

April 6, 2022

The Honorable Rep. Susan Lontine
Chair, House Health and Insurance Committee
Colorado State Capitol - Room HCR 0112
200 East Colfax Avenue
Denver, Colorado 80203-1784

Re: OPPOSE HB22 1100, legislation that harms businesses, devalues nondiscrimination protections, and exacerbates problems with potential non medical vaccine exemptions

Dear Chairperson Lontine and Members of the House Health and Insurance Committee:

As a Colorado resident and volunteer for American Atheists, which has more than 1,300 constituents in Colorado, I write in opposition to HB22 1100, a controversial bill that asserts that the the choice to remain unvaccinated from Covid-19 should have the same protections as current protected classes facing actual discrimination. I urge you to reject this unnecessary bill.

American Atheists is a national civil rights organization that works to achieve religious equality for all Americans by protecting what Thomas Jefferson called the “wall of separation” between government and religion created by the First Amendment. We strive to create an environment where atheists are accepted as members of our nation’s communities and where casual bigotry against our community is seen as abhorrent and unacceptable. We promote understanding of atheists through education, outreach, and community-building, and work to end the stigma associated with being an atheist in America. As advocates for the health, safety, and well-being of all Americans, American Atheists objects the efforts to devalue protections from real discrimination.

Colorado employees are protected from discrimination on the basis of “race, creed, color, national origin, ancestry, sex, sexual orientation, gender identity, gender expression, disability, age, or religion.” Colorado employees belonging to these groups are rightfully protected under Colorado law. These protections exist because of a history of persistent discrimination. HB22 1100 seeks to add the same protections to individuals merely seeking to avoid any consequences for the personal choices they make regarding vaccines. This situation is unworthy of elevation to the same status as the currently protected classes.

Moreover, while one’s religion, race, or sexual orientation does not interfere with the capacity to do their job without impacting the safety of those around them, one’s vaccination status has a real impact on the safety of others in the area. The definition of a prohibited “adverse action” in HB22 1100 includes any

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“treatment that adversely affects an employee”. This language would prevent even common sense reassignment or accommodation of an unvaccinated employee. If passed, HB22 1100 will create substantial challenges for businesses during the current pandemic.

Lastly, all around the country state legislatures are passing incredibly broad religious exemptions to vaccine requirements imposed by business. If such a policy were to pass in Colorado along with HB22 1100, the negative impact would be further magnified. Businesses would be forced to hand out exemptions to any employee and be unable to take any measures to keep other employees or customers safe.

I urge you to reject HB22 1100. If you should have any questions regarding American Atheists’ opposition to this bill, please contact Brett Parker, American Atheists’ State Policy Manager, at bparker@atheists.org.

Sincerely,

Sheryl Kallivrousis
Broomfield, Colorado

The company I worked for in the Aerospace Industry established a mandatory vaccination policy for its 2000+ employees last year. I submitted both valid legal federal Medical and Religious Exemptions based on my Primary Care Physician's recommendation as well as my strongly held religious beliefs. The accommodations I proposed were to continue working from home as I had been, very effectively, since March of 2020. I also agreed to PCR testing whenever I was required to be on-site. I submitted all required forms including my Doctor's and Pastor's signed attestations, but both requests were denied.

I completely disagreed with the company's position that these accommodations would have caused the company undue hardship in the way of increased cost or operational efficiency. Also, since I could perform 100% of my job safely and virtually, I would have posed no health risk to others.

I appealed this decision the following day. Within 4 days of being informed of their decision, I was put on administrative leave without pay, and my IT access and badge were disabled. The following week I was involuntarily terminated without any support. This is in contrast to a severance package (including generous severance pay and out placement services) provided to any employees laid-off in prior reductions in force. This behavior clearly demonstrates discrimination and retaliation against employees with medical concerns and/or sincerely held religious beliefs. I have filed a complaint with the Colorado Civil Rights Division (E2200013942) and it has been transferred to the Equal Employment Opportunity Commission for investigation.

This action by my former company, terminating my employment abruptly, was an absolutely horrible experience. I was unable to say goodbye to my coworkers or train my replacement. I was not given any support in finding a new job, and was given no severance. I strongly believe that the leadership of this company violated its own Code of Conduct; I filed a concern with their Ethics Office but it was quickly dismissed. I was walked out the door like I was a criminal.

I had been working or in school since I was 16 years old, and had never experienced unemployment. I have a family of 6 who rely on my support. I am not old enough, nor do I have the financial means to retire at this time. I aggressively looked for new employment, and was devastated after several weeks of searching and interviewing without any offers. I resorted to selling my car and a trailer to help make ends meet. I had immediately applied for unemployment insurance, and submitted all necessary paperwork, but it took over 2 months to process and receive payment. I was very stressed, depressed and worried that I would end up destroying my outstanding credit and lose my house.

Fortunately, after 3 months of searching, I was hired by another company in the Aerospace Industry who approved my exemption and accommodation requests, and my family and I are doing much better again.

I ask the leaders of Colorado government to support HB 22-1100 which would prohibit discrimination based on COVID19 vaccination status, such that other hard working Americans living in Colorado would not be forced to go through the hardship my family and I went through.

Thank you,

Richard Feldes 4/6/2022