

### Operational Concept

Here are a few important points we need to keep in mind as we address the present threat using the religious exemption as a primary weapon:

First, the intent of this operation is that everyone who wishes to refuse vaccination or testing be able to invoke exemption and maintain employment. We will force the employer to either adhere to federal law, or unlawfully terminate us.

Second, the desired endstate is to stop implementation of all pandemic measures now being made conditions of employment that were not implemented last year during the height of the pandemic.

There is no reason why we shouldn't be able to continue serving in our positions. We must demand enforcement and protection of our rights under TITLE VII of the U.S. CIVIL RIGHTS ACT of 1964 and ensure due process of all exemptions.

Third, task organization. We all fall into one of three teams. Let's identify them as Alpha, Bravo, and Charlie. Although this is a coordinated response, we don't want to step on each other in the process.

- **ALPHA TEAM:** The Alpha team member is unvaccinated and has not submitted to any testing. Alpha team's refusal based on sincerely held religious beliefs will be most difficult for the employer to challenge. An Alpha team exemption submitted to the letter of the law must be accepted. A denial indicates a catastrophic failure of the justice system. Alpha team members CAN NOT change position. Doing so compromises the integrity of the entire team and gives the enemy legal grounds to question the sincerity of the flip flopper. If Alpha team succeeds, it's an automatic win for Bravo team and clears a pathway for everyone else.
- **BRAVO TEAM:** Bravo team is unvaccinated but has submitted to regular testing. Like Alpha team, Bravo team members CAN NOT change position for the same reason. A Bravo team exemption submitted to the letter of the law must be accepted.
- **CHARLIE TEAM:** Charlie team is fully vaccinated and sympathizes with the cause. Charlie team is not in the direct line of fire and due to their previous compliance, do not have a place on the front line. Best case scenario, Alpha and Bravo team can end the conflict and stop them from being subjected to any future booster shot directives.

Fourth, execution. Alpha team is recon by fire and will likely be the first ones placed on leave or terminated. If this does not happen, its a positive sign. All other friendly elements should watch closely and make adjustments as needed.

Fifth, administrative considerations. All communications and negotiations with employers throughout this process must be in writing. Do not engage in phone conversations, zoom meetings, or in person meetings without obtaining all talking points and negotiations in writing first.

**Hearsay is insufficient for successful future litigation.**

If you are called to engage in an interactive accommodation process, request all questions in writing and inform the employer that you will respond in writing. This is the best way to create a paper trail and avoid getting jammed up with hostile lines of questioning intended to trigger an errant response that will disqualify our exemption.

Lastly, and most importantly, we must not put our faith in this process. Those of us who've have been digging into current events know that this entire situation is about more than a pandemic. The world is changing. In order for a new world to come in, the old one has to go out. We are tasked with seeing those who depend on us through to the other side.

It's going to get messy and uncomfortable so we must be prepared. At this time, we should be putting the majority of our effort into planning for our survival AFTER termination. Do not ignore this reality.