

Mask Mandates - HARD APPROACH LETTER.

Download, edit and send/give to your employer if they are mandating masks wearing. We also have a 'soft approach letter' if your employer forces you to get a PCR test, there is a letter for that [HERE](#).

Keep in mind that some employees might not take this well and could actually fire you if you choose not to wear a mask/get a test. You would then need to decide how to move forward from there. Please take this into consideration.

Dear Employer

MANDATORY MASK DIRECTION

On [date], I received notice from [employer's representative] that, as and from [date for masks], all employees are required to wear masks while carrying out the duties of their employment.

There is no such mandate in my contract of employment and you are not permitted to make substantial changes to that contract without my fully-informed consent.

You unlawful mandate fails to account for the following matters:

1. Many people suffer from medical conditions that make it undesirable for them to wear a mask for 7.5 hours per day, 5 days per week (or at all). By making the mask mandate, you are expressly discriminating against these people;
2. Medical evidence shows that, in order to avoid secondary respiratory complications from wearing a mask, people must change their masks at least every twenty minutes. This comes to about 22 masks per day and 110 masks per week;
3. Masks have been proven to cause or contribute to a variety of medical conditions, including staph infections, rashes, hypoxia, pneumonia and pleurisy;
4. You have an obligation as an employer to provide a suitable, safe workplace for all employees;
5. If any employee suffers any adverse reaction from wearing a mask at or about their place of employment, you are liable for that adverse reaction and must compensate your employee for all loss caused by that adverse reaction.
6. If you mandate masks, you must provide all of your employees with sufficient masks for them to change their mask every 20 minutes.

Where you have not provided sufficient masks, and have not made any changes to the workplace to protect your employees against mask-related complications, you cannot mandate that your employees wear masks.

In the above circumstances, I require you to confirm that:

1. I am not required to wear a mask while performing the duties of my employment; and
2. You will create a safe workplace for me to discharge my employment duties while not wearing a mask.

If you take any action to terminate or otherwise restrict my employment, you will be in breach of my employment contract and I reserve my rights to take legal action against you for your unlawful termination.

Kind Regards

EXTRA INFO FOR YOUR KNOWLEDGE.

These are some good points to understand regarding the Biosecurity Act.

Are you being intimidated to take a PCR test, wear a mask or take a vaccine?

THIS IS WHAT YOU NEED TO KNOW

In order for the Government or a business to mandate masks (section 88), PCR tests (section 90) or vaccinations (section 92), they need to impose on you a '**human biosecurity control order (HBCO)**' (section 60).

A Human Biosecurity Control Order (HBCO) is also required to enforce lockdowns and isolations.

INSTRUCTIONS

If anyone attempts to intimidate you to partake in the above actions, ask them for a '**HUMAN BIOSECURITY CONTROL ORDER**'. Without that, refuse to comply. If they do present one, at least you're forcing them to take another step and if enough people ask for this, the administration of it might not be worth the hassle for them.

SUPPORTING DOCUMENTS

Biosecurity Act 2015 - <https://www.legislation.gov.au/Details/C2020C00127>

Biosecurity Act 2015 (Section 60 – Human Biosecurity Control Order) - http://classic.austlii.edu.au/au/legis/cth/consol_act/ba2015156/s60.html

Subsection (2) - *A human biosecurity control order* may be imposed on an individual only if the officer is satisfied that:

- (a) the individual has one or more signs or symptoms of a listed human disease; or (b) the individual has been exposed to:
 - (i) a listed human disease; or
 - (ii) another individual who has one or more signs or symptoms of a listed human disease; or
- (c) the individual has failed to comply with an entry requirement in **subsection 44(6)**

RELEVANT SECTIONS

BIOSECURITY ACT 2015 SECTION 88 - MASKS

http://classic.austlii.edu.au/au/legis/cth/consol_act/ba2015156/s88.html

An individual may be required by a **human biosecurity control order** to wear either or both specified clothing and equipment that is designed to prevent a disease from emerging, establishing itself or spreading.

BIOSECURITY ACT 2015 SECTION 90 - PCR TESTS

Undergoing an examination

An individual may be required by a *human biosecurity control order* to undergo, at a specified medical facility, a specified kind of examination relating to determining the presence in the individual of:

- (a) the listed human disease specified in the order; and (b) any other listed human disease.

BIOSECURITY ACT 2015 SECTION 92 - RECEIVING VACCINATIONS

http://classic.austlii.edu.au/au/legis/cth/consol_act/ba2015156/s92.html

An individual may be required by a *human biosecurity control order* to receive, at a specified medical facility:

- (a) a specified vaccination; or
 - (b) a specified form of treatment;
- in order to manage the listed human disease specified in the order, and any other listed human disease.