

**Congress of the United States**  
**Washington, DC 20515**

November 1, 2021

The Honorable Doug Parker  
Assistant Secretary of Labor  
U.S. Occupational Safety and Health  
200 Constitution Ave, NW  
Washington, D.C. 20210

Dear Secretary Parker:

You have been tasked with issuing an unconstitutional mandate to employers—an emergency temporary standard (ETS) requiring them to force their employees to be vaccinated for COVID-19. A federal vaccine mandate is un-American, because it ignores the principles of limited government enshrined in our Constitution. The federal government has no business intervening in contracts or employment relationships between private companies and their employees.

When Congress created the Occupational Safety and Health Administration (OSHA) in 1970, the ETS provision was intended to be used only in extreme cases where 1) the employee is exposed to grave danger and 2) the standard is necessary to prevent an employee from such a danger. Imposing a vaccine requirement on private companies does not meet the requirements Congress set for an ETS.

OSHA has said the spread of COVID-19 presents a grave danger to employees. However, this is not the case. Many employees have either been vaccinated or achieved immunity naturally, and thus are not in grave danger. Many workplaces are also not in environments where the spread of COVID-19 is a concern, including employees who work from home or who work in outside settings.

The nation's businesses are struggling to find workers as it is, therefore, we urge you not to finalize an ETS mandating COVID-19 vaccination that exacerbates the problem while also violating the rights of private businesses and individuals.

In addition to the serious concerns about your authority to issue such an order, many individuals have expressed a sincerely held religious objection to the COVID-19 vaccine. Your actions will shortly force these individuals to choose between providing for their families and violating their conscience. Religious freedoms are not forfeited during a pandemic, and there is no exception to the First Amendment that guarantees the free exercise of religion. While we do not believe you should finalize this mandate, we urge you to provide a religious exemption to the requirement should you forge ahead and request that you make that commitment in writing.

We request your prompt attention to this issue and look forward to your response.

Sincerely,



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Gary J. Palmer  
Member of Congress



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Dan Bishop  
Member of Congress



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Mike Bost  
Member of Congress



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Mo Brooks  
Member of Congress



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Madison Cawthorn  
Member of Congress



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Michael Cloud  
Member of Congress



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Jeff Duncan  
Member of Congress



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Louie Gohmert  
Member of Congress



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Bob Good  
Member of Congress



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Marjorie Taylor Green  
Member of Congress



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Michael Guest  
Member of Congress



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Jody Hice  
Member of Congress



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Brian Mast  
Member of Congress



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Barry Moore  
Member of Congress



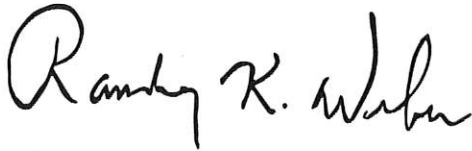
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Ralph Norman  
Member of Congress



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Bill Posey  
Member of Congress



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Randy Weber  
Member of Congress