

Tammy K Herrema Clark on Face Mask Effectiveness

<https://youtu.be/E6GejLK7Fc>

I just wanted to let you know that I was really excited to be taking the reigns and my background in health and safety is giving me a great opportunity to talk to you guys tonight about PPE, about masks, and respirators, about what we are being told to do and mandated to do that makes absolutely no sense for PPE experts, like myself.

So my background in OSHA safety health and compliance working with PPE I've done hundreds of PPE tests, I've done hundreds of environmental situational site analysis, hazardous materials analysis, waste operations, dealing with hazardous chemicals and pathogen testing, pathogen protection, environ protection—so there is a lot of science that you are not hearing, and there's a lot of information that you are guys are not getting.

So I just wanted to take the time after the Justin Berkeley show today, but I just started mentioning that the Justin Berkeley show was really successful this morning, and so we get a lot of requests to do another one, so here we are tonight.

If you didn't have the chance to see that I would suggest you go on Wood Radio, get on their Facebook page and they do not have it up and posted, I think you have to go about half way through, I came on about 1:28, but the great thing about that is that Kristen Megan who was another EHS professional was on there with me today and we really played off each other very well. She is also an environmental health and safety PPE professional, does testing for a living, so basically we're the ones who tell the medical professionals what they need to be wearing as far as PPE. We are the ones that look at the virus, the bacteria, the pathogen, the hazardous chemical, whatever it might be in the environment that is dangerous to them, and we are the ones who do the testing. We are the ones that recommend that type of mask should you be wearing, what type of respirator, what's the air flow that you need, do you need a powered air purified respirator or is an N95 sufficient? We are the ones that tells the medical professionals what they need as far as pathogen protection (inaudible) protection, oxygen airflows, carbon dioxide output, things like that.

What you are seeing is a lot of medical professionals getting up and tell you that you need to be wearing face masks, face coverings. And you are also hear them say things like, you know we're working in surgical masks all day and my oxygen air flow is jus fine, my CO2 output is just fine, and so people just don't know what to believe, and the problem is we're living in an information age. There is so much information that is available to everybody that nobody who works outside of the field of medicine, infectious disease control, the biology, the virology, the PPE testing—nobody that works outside of those fields really can understand that information because there is a lot of training. There are years of education and training and certifications and field practice and all of that that goes into this.

So how can I possibly explain to you what we're seeing as an OSHA authorized instructor, as an OSHA authorised consultant, as somebody who has worked in compliance, regulatory control, works with the OSHA standards, understands the PPE and the testing? How can I possibly explain to somebody in a Facebook post all of the technology, the science, and the environmental hazards with pathogens and chemicals? I have stopped trying to explain that basically, because I just get into arguments with people, and they will go online with all the information that is out there and they will copy a little (makes hand gestures), this is what OSHA says and yes, I'm very well aware of what OSHA says. I am an authorised OSHA instructor; I get all that information before you all do. I get all the insider information and so far, of the problem today, I am seeing a lot of the comments coming up about OSHA. And yes, I'm not (inaudible employed?) for OSHA but I'm authorised by OSHA.

The training is the same, it is just that I own my own company, I am not an employee of OSHA, but we go through the same training so I know what the inspectors are looking for. I actually do the education; I actually train on the OSHA standards in the regulations. I actually go into the courtroom and defend my clients against inappropriate or improperly cited regulations because I know the regulations inside and out, backwards and forwards, and I know the intent of the law, the spirit in which those regulations were written.

When we're working with all of this and all this information is out there because, like I said, we're living in the information age, it's really difficult for people to put all of that information together, and come to the right conclusion. Because you don't have the education behind it, or the field experience, or the knowledge to connect all the dots. So that's what I'm here to do and one of the things that I'm just going to tell you is that a lot of health professionals, and many of you know this because many of you watching work in the health profession, many of you are nurses, maybe some of you are doctors, ENT's, paramedics, lab techs. There are a lot of people that I am hearing from, because I do work in the medical field as well, I am emergency trained, I am an emergency technologist, I have taught emergency medicine, outdoor emergency care for many years. I am also a strategic partner with the Red Cross so I teach all that, first aid to emergency medicine. I am very familiar with medicine, with the body, the biology of our bodies, physiology, I understand virology, immunology, viruses, all of that.

When you are hearing things, when a doctor gets up and says something, a lot of it you have to remember is the pressure that they are under. Honestly, they are afraid to speak up. They are going to lose their job if they do. They do not have any choice. They have to go along with the mass requirement. They have to go along with the narrative. I am hearing this from so many people, and so many of you out there know because you work in these fields. You cannot say anything. A lot of it too is, I own my own company I don't work for somebody who can fire me, and I'm not afraid to speak up, I'm not afraid to speak the truth, come what may. That is just my personality. That is why I agreed to do these because we need to educate people on the facts, on the truth, from somebody who is an EHS professional. I am an environmental health and safety professional, I am a PPE expert and that has been my field for twenty years. I just want to let you know though do not be too hard on the doctors, the nurses, the medical staff, and the medical professionals because they're just doing their jobs. They are being told that they have to mask up, they have to work in masks every day, and they don't necessarily agree with it, and they know they can't breathe very well and they don't like it, and its giving them headaches, and it's making them nauseated, but they can't afford to lose their jobs. Where are they going to go where they don't have to wear a mask? I am trying to be very considerate and very supportive of the healthcare professionals that have to do what they are being told. They have to follow the narrative. They don't have a choice. My goal, though, is to give people the education about why this is not right so that we can work together as Michiganders to repeal this law.

If we can work on the narrative, changing the narrative, this isn't right, it's not healthy, we need to repeal the 1945 law that the Government relied to override the legislator, then all for this state of emergency and all of her executive powers are gone immediately. I just heard today that the state of Illinois, the Supreme Court in Illinois did exactly that, so the state of Illinois. I heart a court rule against the Governor but it may not have been the Supreme Court, I do not want to state something that is not quite accurate. I did hear though today that one of the courts did rule against the Government and the state of emergency is no longer in effect. Technically that means the state of Illinois is open, of course he is going to repeal it but we will see what happens. If we can get this 1945 law repealed, that means the minute it's repealed, we're open, we are unlocked and that's why this Stand Up Michigan to unlock Michigan campaign is so important that Garrett has been pushing all day. We opened it up today and we already have thousands of you on the group, it is awesome and that tells me there is a lot of energy out there right now. If we can coordinate our efforts and we

can work together and get this petition out there then we can quickly unlock this state and none of this will be an issue anymore.

But in the meantime what my concern is, my biggest concern to be honest with you, is our kids, because of course I'm concerned about all of you having to work in masks because you all know you can't breathe, you all know you don't feel good, you come home feeling very fatigued and tired, and you have a sore throat, you have a headache. I have a daughter who experienced the same thing. She was actually fired from her job because she couldn't work in a mask and she spoke up about it. So there is a lot of crap going on that we have to deal with and we have to take on.

However, let us talk about the facts with masks. First of all we need to understand what is going on in the world and all of that kind of thing, you understand that there is a real problem and we need to repeal this. But knowing my background and knowing where I'm coming from I just want to give you guys a couple of definitions first that might help you understand this because most people don't. You are hearing all these definitions of things like PPEs being thrown around, and everybody is talking about PPEs.

I'm going to explain to you PPE means personal protective equipment, and personal protective equipment is not a face cloth, it's not a face (she covers mouth and nose) just a piece of cloth over your mouth and nose. Personal protective equipment is actually regulated, it has to be NIOSH approved, it is tested and that is not what a face covering over your mouth and nose is. What is the problem with this? They are treating it like it is a respirator right, and a respirator is actually a purifying piece of equipment that filters; it is a filtering face piece that filters the air. Okay, it is very tight fitting and there are lots of different types of respirators and lots of different outputs and I'm not going to get into all the technicalities of that right now, but I just wanted you to understand and couple of terms and definitions, because they are inaccurate. When everybody tells you to put on your PPEs that does not mean your home made face mask, but just there that should tell you just the language that they are using, they are confused about the language, they don't even understand the language of PPE. Again, these are medical doctors. They are trained in medicine. They are not PPE experts; they do not understand the science and the testing about what we are telling them they need to do. When they get off a little bit, they stand there, and they tell you to mask up for your own protection against this particular pathogen, they have no idea what they are talking about because this particular pathogen is so tiny, this virus is really really small. It is .125 microns and even an N95 respirator, which is another definition I need to throw at you; even an N95 'true respirator' cannot filter out a Coronavirus Covid-19 particulate. They go down to the smallest size of an N95 mask will filter is a .3 microns. Even a true tight fitting respirator cannot prevent this virus transmission either way.

When you are being told to put on this facemask, you need to understand it is completely ineffective against disease transmission. Just understand my concern coming at this is what that also does to you, so not only is it not effective in preventing disease transmission, it is also hurting you because we haven't tested you. I have not done a risk analysis or a risk assessment on you. I do not know your airflow, your intake, your output, and your CO2 output. Yet, I am telling you to cover your mouth and nose all day and then go do your work, talk, work...everything, right.

Kids, think about kids, how much they run around, and how much their little heart rates are beating and they are breathing hard, and then we cover their mouth and their nose – that is very dangerous. In fact, this is the reason that OSHA instituted the respirator standard in the first place, because we have killed people by putting them in face coverings, covering the mouth and nose and telling them to work all day. We have killed people because of that. We have given them heart attacks, so OSHA actually created a respirator standard that if you are going to cover somebody's mouth and nose and require them to work all day that way, then you have to do a medical evaluation first. You have to do

a fit test. You have to make sure there is no break through. So this is an actual OSHA standard, but the intent of the law, the intent behind the law was that we don't cover the mouth and the nose. Understanding that because it is not healthy, you are not getting in enough oxygen and when you exhale that carbon dioxide, you are not able to get it out, so you are really just breathing in and you are keeping too much CO<sub>2</sub> in the body which causes Hypercapnia, which is a build up of too much CO<sub>2</sub> in the blood, and that causes other issues. Hypercapnia is when you have a toxic build up of CO<sub>2</sub> in the blood, it actually causes your blood to become very toxic and acidic and that causes your immune system to be suppressed.

It is important that we have good oxygen intake and good CO<sub>2</sub> output. Those two things are very important for us. If God wanted our nose and mouth to be covered, we would not have been born with a nose that can breathe air in and a mouth that can exhale out. Just stop and think about it from a common sense perspective.

Understanding that, we understand PPE now what that is and how that term is being so thrown around by all these doctors, because they are not PPE experts, they don't even really get it. Everybody has been handing out these N95 masks like they are candy. Well that right there is illegal, and OSHA has cited clients of mine for putting their people in an N95 respirator, which let me just clarify that term. An N95 respirator is a respirator that has a tight seal around the mouth and the nose, so it's got an elastomeric seal and it does cause a pressure difference on the inside of the mask and the outside of the mask. This is why we have to do testing, we have to do a medical evaluation, because we don't know that if we put you in something that covers your mouth and your nose tightly like that, if you are going to have cardio pulmonary stress. We have to do a medical evaluation on you, and I have seen people get light headed.

Kristen and I were talking, we have seen people pass out, get light headed, can't even go through the medical evaluation, so imagine if we made them work all day like that. We would give them a heart attack and that is actually what happens.

What is the deal? Why is OSHA now turning a blind eye to this, because this has been my big issue. OSHA used to cite people for violating their respiratory standard for putting people in N95 masks without doing the whole respirator programme requirements and meeting all the elements of respirator programme, which is first of all we have the medical evaluation, then we have the fit test, then we have the documentation and the evaluation—it is a lot. It is a lot to follow a respirator programme, and a lot of people have a tough time meeting all of those requirements. So they just hand out an N95 respirator and people get to work at least they are not breathing in the dust, but at the same time we could definitely have problems because that person may not be medically fit enough to work with their mouth and nose covered all day, so do you see the problem here? OSHA has cited people for putting their employees in masks, but not following the respirator programme.

Today, it is a 180-degree difference. They are violating their own standards, because everybody is passing out these N95 masks, a lot of people are wearing N95 masks, some of them don't even realise it's an N95 mask, they just think it's a dust mask. And then OSHA is being told by our Governor who has weaponised this agency to go on site and do inspectors and ask to see the Covid-19 plan. They do not care if you are working in an N95 mask. They just want to know if you have your Covid-19 plan. If you do not have your plan, here are your citations. And they see people working in N95 masks and they don't say a word about it. They are not asking to see the respirator programme, they are not asking to see the medical fit test, or the respirator fit testing, anything, nothing.

I'm saying the same thing on some of the comments that I'm seeing, where is OSHA in all of this? Why are they taking the exact opposite approach right now, and actually violating their own

standards? It's crazy and all of us in this world, occupational safety and health professionals behind the scenes are just, we are just shaking our heads and it doesn't make any sense and it makes us really wonder what is going on because a year ago OSHA would be citing for employers for exactly they are doing right now. Now, OSHA is running around ignoring all of this and they are just writing citations for people for just not putting a mask on. It is crazy.

When I bring this out and I try to expose some of this stuff to the public, I get really attacked, like I do not know what I am talking about and I'm making this up and I'm just a mad scientist or crazy rogue, whatever! That is not what is going on. I have been doing this for many years and everybody in my profession is saying the same thing. One of the things you need to understand about why you are seeing a lot of health professionals doctor and nurses say well I work in a surgical mask all day and that is not true, I don't have a problem with it. Because they don't understand that that surgical room that they are working in, those hospital rooms actually have additional air flow to make up for the fact that they are working with their mouth and nose covered. Most of them do not even realise it. I've come in and had to do those tests in those rooms to make sure, I mean we have air change rates, we have ventilation rates for infection disease control so we have room pressure control so the room either needs to be positive or negative pressure dependent on whether we are trying to keep the pathogen in or out. That has been a lot of what I have dealt with on my construction projects. This room has to be negative air pressurized or got to be running negative air, or having additional oxygen airflow in this room, not so much in this room, the exchange rates are not the same in this room. Then we've also got to have a very precise temperature and humidity controlled room so that we keep that whole microenvironment very precisely controlled, so we keep the oxygen rates up for the doctors and nurses who are wearing surgical masks, they need additional oxygen in that room. We keep the pathogens and disease at bay, so it is a sterile environment. The surgical masks that they are wearing, it just prevents transmission if somebody coughs or sneezes, those large droplets of water or mucus that could be carrying a pathogen, but it is already a sterile environment and they are being given additional oxygen so that they are safe. The masks that they are wearing it just protects the patient from any coughing or any sputtering, whatever, sneezing, anything like that.

When doctors and nurses tell you, because I have seen some people get on my posts and say that this is, you know, BS, I wear masks all day and I've done my own oxygen testing and it's perfect. I have no problem. I have no oxygen decrease levels. Well, they probably do not even understand that it is because they are working in a room with a very precisely controlled O<sub>2</sub> level, additional O<sub>2</sub> and higher air flow levels to make up for the fact that they are working in a mask. Good, I am glad that your O<sub>2</sub> levels are good. It is supposed to be, it has been very scientifically calculated. This is what we work with at (inaudible) contractors on to make sure the (inaudible) equipment in that room has the proper airflow and all of that. Most medical professionals have no clue because they are not involved in that. For a doctor or nurse to get up there and tell you this is a bunch of BS we work in a mask all day, it is not a big deal. Well they are totally outside of their lane.

It would be no different than me coming in and saying, well yeah I've got a lot of medical training, I know the body, I know virology, I know immunology, I know a lot about the physiology of the body, I know emergency medicine so I think I'm going to do the surgery today because I know medicine. I mean, how crazy is that? I'm not licensed to do that. And you know what, these doctors they are not certified in licence, like I am. They do not know what I know. How can they be the PPE experts? It just does not make any sense to me; it doesn't make any sense to any of us in this field.

Why are we not hearing from more experts? Why are we only hearing from one doctor, One group of professionals? It is not even a varied team. We are hearing from Dr Fauci and from Dr Birx and that is it. Guess what, that is a total conflict of interest, because Dr Fauci is partners and buddies with who? Bill Gates, who has a patent on a Coronavirus. Dr Fauci is very financially invested in the vaccine.

I really truly, as I watch all of this, and I have seen a lot of this behind the scenes, I have really connected some of the dots and I have seen this is a total conflict of interest. To have some of these people be the *only* people be the voice to all of us, of what we have to do. It is absolutely crazy that there is not a variety of experts in these fields to tell you that what you should do as far as PPE, masks, things like that. It doesn't make sense. We should ask questions, and we should demand answers, and that is what we are doing with Stand Up Michigan. That is why some of the house bills that we have presented already for transparency, requiring the Governor to provide the data. We all hear her talking about it all the time. The data? The science? Yes, where is that data and that science? Because the data and the science that I know tell me that what you are telling me to do is completely wrong, so who are you relying on? Why do you not you have experts like me on your team from our industry? Because what I'm telling you is covering your mouth and nose does literally nothing to protect you from getting this virus, or anybody around you from getting it from you.

In addition, I want to talk about the health risks for kids, because we are going back to school. I know that a lot of you have questions about going back to school and masks. What is going on? The CDC says we have to do this. I'll be very honest with you in that I think we've all gotten Covid fatigue. About a month into this, we were all really sick of it, and we were starting to disobey the mandates and go out of our homes and travel and whatever. This Covid fatigue started setting in in April, and Dr Fauci who originally said you do not need to wear a mask to protect you from this virus, because we know, we have always known. Even though they say there is new information coming out, there is no new information that tells you you need to wear a mask. We have always known that this virus is so tiny that wearing a mask will not stop the spread of it. You do not need to wear a mask. No big deal. Well now that the Covid fatigue started setting in, we are all starting to disobey, and getting a little antsy and none of us were afraid, it is like the fear level just went down. All of a sudden, they started putting out information about how the information changed and now we need masks. So now you all need to wear masks and it is getting worse, as the disease. The death rate has dropped, hospitalisation has dropped, but the mask mandate is increasing. Why is that? Think about it. It is an agenda of fear and control.

It is really interesting to me how people are screaming about these new positive tests, right. There are all these new positive tests and everybody is freaking out. I look at that with my background understanding virology, understanding how viruses work, and looking at the correlating hospitalisations and the correlating death tolls. They are not increasing correlating the number of "new cases." Keep in mind that some of these "new cases" are not new. These are people who have had the virus and are testing positive because they had the antibodies in them.

This virus has been going around since last September and we did not know it. We have got a way higher level of herd immunity than what we have even realised, so these higher tests they are showing out, that are coming out and being revealed, a lot of that is because we are doing 500,000 tests a day in the United States. Of course, we're going to have more positives, but that is a great thing because that just means that the death rate with this virus is way less than what we originally thought, and even at that if you did go into the hospital, so 99.9 percent of people are going to be just fine.

If you did go into the hospital, only .3 percent of those people died, and that is because they were throwing them on respirators instead of following the CPAP and the bCPAP process that we normally do with people with respiratory distress. There was a whole issue with that throwing people on respirators right off the back. That was not right. That causes a lot of deaths right there. That is a whole other rabbit trail we could trace, but if you speak to doctors and nurses they know what I'm talking about because everybody is talking about the inappropriate use of respirators and how you put somebody on a respirator it's gonna kill them. And it has.

There is just so much going on with this that I feel like we need to talk about this and we need to get the facts out because people like me are not saying a whole lot, and a lot of it is because they are afraid to lose their job, which I completely understand. People like Kristen and myself who are self-employed, we're consultants, we don't have to worry about somebody firing us, and we're not afraid to speak up. We're getting the facts out there, and I think that is what you all need.

Going into schools, I'm very concerned because a lot of schools are saying they are going to require teachers and all the students to wear face masks. That is a problem. There is a couple of problems with this.

First of all, kids are not going to keep a face mask on all day. They are requiring that over the age of two wear a facemask. What two year old do you know that's going to keep a face mask on, and if you do something like that (motions to putting face mask on and over the ears) put the mask on loop over the ears, what is that two year gonna do, three year old, four year old, five year old? They're gonna be pulling at their mask and touching their face hundreds of times, maybe thousands a day. The goal here is to keep kids from putting their fingers in their mouth, in their eyes, in their nose and touching their face, but if we put a face mask on little kids they are gonna be touching their faces way more, all the time. That is very counterproductive to what we're trying to accomplish.

Second it's really tough because we're gonna be causing an oxygen deficiency in kids and a carbon dioxide build up, so they're going to be decreasing their oxygen levels and increasing their CO2 levels because the classrooms are not carefully controlled environments. We are not pumping additional airflow oxygen; we're not monitoring the humidity and the temperature levels, so we know that the people outside of the hospital settings are really struggling with wearing a facemask all day. Many of you, I've talked to many of you are having this issue. Sending your kids back to school wearing a facemask all day is a really really dangerous thing to do. It is a dangerous precedent to set. And teachers too. How can a teacher teach all day long, I mean there is no expression, they are working with little kids, they can't y'know talk clearly, they can't be expressive, so I've heard from a lot of teachers that are saying they're not going back. If they have to wear facemasks, they're not going back. So what are we gonna do with our kids? I know there's a lot of you out there who are not planning on sending your kid back to school with face masks, but what do you do?

One of the things that I did, and I think that we need to have this conversation because if we can, as a state, en mass, bombard our schools with our demands as parents, they're not gonna have a choice. They're gonna have to respond. One of the things that I did was I went to my son's school and I asked, are you gonna require face masks because if he's, number one, not coming back to school full time, he's not coming back to this school. I'm not gonna pay to have my son come to school to have him learn at home. Number two, if he's gotta wear a face mask he's not gonna be going back to school because it's not safe, it's not healthy for him. They said, well we don't know yet, we're waiting on the Governments mandates. And I said, listen I don't care what the Government mandates, my son will not be wearing a face mask all day. But I do have a medical waiver that I worked with an attorney group to create, because you need to understand that the language in the executive order does say that it is recommended that people inside in enclosed space wear a facemask unless. Now when you working in legal settings and regulatory language words like that really stand out to you unless they are not able to medically tolerate it, or, or, the word or, if you ever see the word *or*, *unless*, *and*, things like that really should stand out to you because sometimes there's an exception coming. Sometimes there's an additional y'know something else that you can do as an alterative. When I read that language only if they are medically able to tolerate it, that told me, well what if we're not able to medically tolerate, because to be honest with you none of us are, unless you're in an OR (operating room?) or hospital setting where the environment is very controlled and you have additional oxygen.

I just told my son's schools I have a medical waiver, I've worked with an attorney group to have a legal health waiver created so that it will indemnify you and it will also allow me to opt out for health reasons. It's a good option and if we are parents we're to call our schools and ask for a medical waiver and just say my son's or my daughter's are not coming back to school here unless you have a medical waiver for me. Just like we have with vaccines, we can opt out with a medical waiver, or for religious reasons, whatever, so if they have a waiver great. Ask, them for a waiver. Tell them that's the only way my kid's coming back to school. I think if we all do that and we all pressure our schools, they're going to be taking it seriously because those schools get a lot of money per child. And the amount of parents I already know who are not putting their kids back to school, the amount that are pulling their kids, the amount of teachers that I already know that are not going back, that's really gonna hurt the schools. They're not gonna be able to open up, I mean they already have tight budgets, so if we keep our kids home they're not gonna be able to open up and function normally. Money talks. Your kids to them are money. That's how we have to approach this problem. We have to not be afraid to call the schools, to call the school district, the superintendent of schools, and we really need to address it and take control.

It's gotten to the point that if we don't stand up and say something now, you're gonna be forced to just follow all this craziness, and it's actually gonna harm our kids. And I'm predicting if we do this we're gonna see a much higher rate of colds, flus, maybe even another Coronavirus, who knows, because we're suppressing the immune system so much, and kids are touching their mouths and their faces so much more. Of course we're gonna see more illnesses, so that's something we need to address and we need to look at and talk about with our schools.

We also know, I think it was Garrett that did a week ago, maybe a few days ago, a live that talked about the schools. Twenty-two European countries sent their kids back to school and these were countries that had Coronavirus issues, and not one of the schools saw a spike or increase in Coronavirus cases. There was not one case of child to adult transmission and we know this from contract tracing, so if we know that then what are we afraid of? These are the facts we have facts about this. They sent their kids back to school as normal, opened up, no mask; we're going back to school, we're all good, yet no spike in Coronavirus cases amongst kids. We need to hit our schools with that and we need to talk about that and we need to be prepared to put our money where our mouth is because we've let this get away from us.

Honest, hardworking moms and dads in America have been so busy burning the candle at both ends for so many years, just like I have, we've let them take control. We've given our power away. We've given our freedoms away, and now we're at the point we've got one person who is literally controlling every aspect of our lives, and now she is mandating that we do something that is actually gonna hurt. We need to stand up. We need to take it back. We need to do this en masse though, that's why I'm encouraging everybody stand up, go to your schools, have the conversation because there is no risk assessment being done with these kids, there is no risk assessment being done with our teachers. They're just being put in a mask and that's very dangerous, that's why OSHA has the standards in the first place that we don't do that. We go through the risk assessment; we go through the medical evaluation. I know for a fact that there are a lot of people getting headaches, and just by the way, headaches is one of the first signs that the body is struggling with oxygen deficiency, nausea is another one. Those are the two big ones that I'm hearing they're getting headaches and they're getting nausea, and they're getting fatigued quicker. Well yes, those are all symptoms of oxygen deprivation. It makes total sense. And this is why OSHA doesn't want you doing that.

Now for OSHA to come along to write these Covid-19 plans it's very reactionary but also you need to understand these are Government agencies. They are being weaponised against businesses. I want to talk to you about why these businesses are doing this in the first place.



When you go into a restaurant why is it that they don't even want you to walk in the door without a mask? You can't walk eight feet from the door to the table without a mask on, but the minute you sit down at the table you can take the mask off and everybody sitting at the table has no mask on and it's totally fine. Apparently, the virus is only bad, it's only dangerous walking from the door to the table, but then when you get to the table, it's all good. Think how ridiculous this is and everybody is just going along with it. The restaurants will not let you in without it, or the businesses won't let you in the door without it. That's why I said it makes no sense that the hospitalisations and the death rates are plummeting and yet the mask issue is on the increase. Gotta keep us afraid, at least through the election, right. We gotta keep this narrative out there, gotta keep things shut down. And it's only in Democrat states that this is happening, that this push this craziness is really happening.

One of the things, and I work with attorneys a lot just because of the work that I do for my clients and having to defend them in court as expert witness, dealing with the regulatory side of things, I deal with attorneys a lot so I've gotten good at reading legal language. One of the things that I've been having conversations about is that these businesses are doing this out of fear of liability. They're afraid they're gonna get sued and you have to understand that the attorneys for these businesses that are doing this are scaring them. And you have to understand too and one of my attorney friends really agreed with this statement, but attorneys are the most risk adverse people on the planet. They just by nature typically are, well and I've gotta give them credit, the work that they do for their clients is all about mitigating risk. It's all about eliminating the risk and the work that I do with my clients as a regulatory compliance specialist is the same thing. It's all about mitigating risks so that you don't get citations, so that you don't get fined.

There is a part of it that is very legit, but at the same time I want you to stop and think about this, this is not about our health and safety. What they are doing makes no sense from a health and safety perspective because this virus now that we have all these positive cases and even fewer hospitalisations and death, this virus is far less deadly than what we originally thought. It's not nearly as deadly as the flu. None of this is about our health and safety. What this is about, honestly, it's about mitigating risk or eliminating all risk from our lives. That's what they're trying to do. We can't have any risk. Well let's think about that. There is risk involved in everything. Every day we take risks. We walk out the door of our house we take risk. We get in our car and we drive down the street we take a risk. We get in an aeroplane we take a risk, right. We cannot eliminate all risk from our lives, but we are intelligent, educated, free individuals. We know what is best for us and our families and we can look at the information and we can decide for ourselves whether we want to take a risk or not.

It's really those people that are very immunocompromised, elderly, going through cancer treatments, whatever, anybody that has an autoimmune disorder, anything that would cause their immune system to be suppressed, those are the people that know to look at, y'know if it's cold and flu season or if we have a virus going through the community that's new, those are the people that take a look at and they decide for themselves I'd better quarantine myself, and that's right. But we don't quarantine an entire society because a few elderly or immunocompromised people might get sick and die, because y'know what that's the way it is all the time. Elderly people are immunocompromised. Immunocompromised people are maybe gonna get a flu or pneumonia and die. That's just life, that's the way it is. So we don't shut the entire society and country and all of our businesses down because there is a slight risk of a few people getting sick and dying. It's crazy. But they have been very successful in playing on our fears, and it's been intentionally cultivated for you guys, because from a scientific, biology, virology, immunology perspective this makes no zero sense. It doesn't add up.

It's time for us to stand up and take it back. Honestly. Some of the Government experts out there they need to think twice about standing up and speaking on something that they are not qualified to

speak about. They are not PPE experts. They might know medicine yes, and I give em that. Great talk about medicine, but they are not PPE experts. They do not understand pathogen protection. Government Whitmer has no idea about any of this. She is relying on one or two doctors to tell her all of this. Why are we relying on *one* expert or *one* group of experts? It's really interesting to me, more than interesting, it tells me that there is something very very wrong going on here. And all of the intelligent, freedom loving Michigan citizens need to stand up and say enough is enough.

We're not gonna solve this problem unless we do it en mass, and that's why Stand up Michigan is so awesome because it gives us a way. It's a united front of Michigan citizens working toward the same goal to unlock Michigan. I think it would be great if all of you go to the Stand Up Michigan to unlock Michigan, the new Facebook page, or the new Facebook group I should say, and get on that group and make sure you tell us your stories.

I have heard some horror stories about what this lockdown has done to people and I'm hearing more and more, so we need to get the information out there, get the stories out there, go to the Stand Up Michigan to unlock Michigan and make sure you also, at the very stop of the page that you're gonna see at that group, you will see a link that you need to click on because we need people to circulate petitions. We need these petitions, like Garrett has been talking about; we need to get these petitions circulated. We need captains; we need people for each county. We need businesses that will say yeah we're gonna host a signing place, we'll allow people to come in and have coffee and donuts and we'll host a signing day in that county. The awesome thing is that we have so many people now en mass with this group that we can get this done quickly. Over the next sixty days, we'll gather the signatures. We're gonna need your help. We're gonna need your stories, we want your help and we can submit this to the legislator to get this done. It doesn't have to get on the ballot. This petition can go right to the legislator and we have by person support with this so I don't think it's gonna be an issue. We need to get it done quickly so we can unlock Michigan and enough of this insanity.

I've thrown a lot of information out there at your guys and I'm sort of watching to see if there are any questions.

### **Can you sign the petitions online?**

No this is gonna be a wet signature, so we actually, there will be ten signatures a page so we would love it everybody would just have one petition page that you can pass around. That would be great, we'd get it done quickly.

One of the other questions that I'm seeing and I noted here is questions about doctors notes, so I'm hearing some people, I'm just trying to watch your questions here while they come up. I'm hearing some people talk about doctors notes and ask about doctors notes, and so I just wanna address that real quickly because there is some confusion about that. It is actually a violating ADA and HIPAA laws for a doctor to tell you, or an employer to tell you that you have to get a doctor's note, give them medical explanation, what is your disease, what is your health problem, that right there violates ADA and HIPAA laws. They cannot ask what your medical condition is or why you can't tolerate a mask. What's going on? If you were to call the ADA and report them the first violation, first time violation of ADA law is \$75,000. Think about that.

So your employer cannot ask you to tell them what is wrong why can't you wear a mask. I want your doctor to give me a note and tell me why you can't. Okay, number one they cannot ask you that and you do not need to tell them why you're struggling. Now most people will just say I'm getting headaches and I'm getting nausea or whatever that's fine, but you don't have to tell them that, because ADA and HIPAA doesn't require you to. The doctor's note thing comes in with FMLA the Family Medical League Act, and there is no precedent yet about doctor's notes with Covid. Some attorney groups are telling their clients, the business owners, if their employees wanna work without

a mask they need to go get a doctor's note and they're just pulling this out of y'know well, FMLA says that so we're gonna say that. Number one, those two things have nothing to do with each other, okay. And nobody is asking for time off. Employees that say I can't work in a mask because it makes me sick are not asking for two weeks off with pay. It has nothing to do with FMLA policy, so this whole doctor's note thing they're just kind of pulling that from somewhere else and applying it to Covid, and all of this and that's ridiculous. You don't need to get a doctor's note.

Okay. I've talked with a couple of attorneys who have said it kind of remains to be seen because there's not a lot of court cases. In fact there's none. I may be involved in one of the first ones in West Michigan right now, but that's a case that's been done on principal because it was a wrongful termination lawsuit and I'm not gonna stand for it. We need to stand up and we need to have these lawsuits that go through so that businesses know they cannot violate their employee's rights, because terminating somebody just like because they tell you they can't wear a face mask because they're feeling sick violates the employees rights. The employer is supposed to, according to the ADA, make reasonable accommodations, that's the language in the law, they are supposed to make reasonable accommodations for the employee, put them in a different job if they can't perform their job, that way where they don't have to wear a mask. But when these employers take a hard line stance against employees they're, first of all not making reasonable accommodation, and they are firing them in a manner that is considered wrongful termination.

There is a lot to this yet, and what I'm just suggesting is that you guys are not afraid to fight the fights that are yours, because until we get some court cases going through this and get some case precedent established nobody really knows what to do. And we won't until we get some court rulings on some of this stuff. So, that's where everything stands right now. There are a lot of unknowns. There's a lot that remains to be seen yet, but I'm just encouraging you guys. I mean that's why you're part of Stand Up Michigan because you're not afraid to stand up. So I'm really encouraging you stand up, make your voice heard. That's the only way we are going to stop this. Stand up with our schools, for your kids, stand up with your employers that are trying to force you to wear a mask and tell them I can't wear a mask it's making me sick. Maybe use the medical waiver. See if they'll allow you to file a medical waiver. I have one that is a template that I'm willing to share. If they will not accept that then you may want to go and talk to somebody about that because this, the lawsuits haven't even begun yet.

We're gonna see a lot moving forward and it's people like us that need to stand up and challenge it. We're gonna record this, I am recording this and will put this at the Stand Up Michigan page, but as I leave I'm just sort of watching the questions and I think some of the questions have stopped. School bus driver is wearing masks. Yes, that's not a good idea. We don't want our school bus drivers getting dizzy and lightheaded.

So yes, let's get this video out there, share this video and remember, go to Stand Up Michigan to unlock Michigan. Tell us your stories; tell us your horror stories, personal, business, health, mental health, the isolation stories, the stories of your kids struggling, sports, schools. We need to hear the stories, we need to get them out there and then sign up at the website at the top of the page to be a circulator, let's get that petition out there. Let's unlock Michigan.