

THE EMPLOYER IS FORCING ME TO BE VACCINATED AND THREATENS ME WITH DISMISSAL IF I DON'T COMPLY. WHAT NOW?

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Detailed information is available there on video

Inform the employer in writing as follows:

"I am exercising my Non-Derogable Right in terms of Chapter 2 of The Constitution of the Republic of South Africa, Act 108 of 1996, as Amended. I choose not to receive a Covid19 Vaccine. Furthermore, I exercise my rights as employee and remind you of Section 192 (2) of The Labour Relations Act, Act 66 of 1995, as Amended, read with Schedule 8 of the Act. If I am dismissed unfairly, I will refer the case to the CCMA, Bargaining Council if applicable or the Labour Court." Send this via email, whatsapp or sms, to have a record for court, that you informed the employer.

Hereafter calm down, the employer needs to follow due process if he or she intends to forcefully have employees vaccinated and dismissed. You may not be threatened, bullied, bribed, coerced, disciplined, or suspended for exercising your human rights. If it is done unfairly you may lodge a case with the CCMA by downloading and completing Form LRA 7.11 at:

<https://www.ccma.org.za/Advice/CCMA-Referral-Forms>

You may also lodge a complaint with the South African Human Rights Commission if you are victimised or discriminated against at:

<https://www.sahrc.org.za/index.php/what-we-do/lodge-complaints>

The employer may not require you to have testing on your own cost if he or she requires it. This is not only applicable on Covid19 but is trite law for all medical tests the employer requires. If the employer requires testing, the cost is for the employer.

If you still need further assistance, contact me via WhatsApp only (no calls) at 073 437 8187 by sending a short summary of your complaint.

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Regards
Schalk vd Merwe

