This form has been prepared in accordance with Alabama Act No. 2021-561, which was introduced as SB9 in the 2021 second special session and signed into law by Governor Ivey on November 4, 2021. Section 1(c) provides: “**An employer shall exempt vaccination as a condition of employment for any employee who has completed and submitted the exemption form described in subsection (e).”** The language below is copied verbatim from Section 1(e).

Any individual in the State of Alabama who is subject to a requirement that he or she receive one or more COVID-19 vaccinations as a condition of employment may claim an exemption for medical reasons, because the vaccination conflicts with sincerely held religious beliefs, or both.

You may request either a medical or a religious exemption from the COVID-19 vaccination by completing this form and submitting the form to your employer.

In the event your employer denies this request, you have a right to file an appeal with the Department of Labor within 7 days. Your employer will provide you with information on how to file an appeal.

I am requesting exemption from the COVID-19 vaccine requirements for one of the following reasons: (check all that apply)

\_\_\_ My health care provider has recommended to me that I refuse the COVID-19 vaccination based on my current health conditions and medications. (NOTE: You must include a licensed health care provider's signature on this form to claim this exemption.)

 \_\_\_ I have previously suffered a severe allergic reaction (e.g., anaphylaxis) related to vaccinations in the past.

\_\_\_ I have previously suffered a severe allergic reaction related to receiving polyethylene glycol or products containing polyethylene glycol.

\_\_\_ I have previously suffered a severe allergic reaction related to receiving polysorbate or products containing polysorbate.

\_\_\_ I have received monoclonal antibodies or convalescent plasma as part of a COVID-19 treatment in the past 90 days.

\_\_\_ I have a bleeding disorder or am taking a blood thinner.

\_\_\_ I am severely immunocompromised such that receiving the COVID-19 vaccination creates a risk to my health.

\_\_\_ I have been diagnosed with COVID-19 in the past 12 months.

\_\_\_ Receiving the COVID-19 vaccination conflicts with my sincerely held religious beliefs, practices, or observances.

I hereby swear or affirm that the information in this request is true and accurate. I understand that providing false or misleading information is grounds for discipline, up to and including termination from employment.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employee's Printed Name

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employee's Signature

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date

(Note: The following must be completed ONLY if claiming the first medical exemption listed above.) Certification by a licensed health care provider as to the accuracy of information provided above:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name of Health Care Provider

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature of Health Care Provider

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date