

Hello. My name is JohnDavid Stoltzfus, and I am a Direct Support Professional for Community Services Group/CSG, a human services provider for individuals with developmental disabilities. My duties for the individuals I take care of include cooking, cleaning, laundry, grocery shopping, personal hygiene, dressing, travel, providing activities that are integrated into our communities, and managing behaviors that range from pacing or yelling to hitting themselves or them attacking us daily. I personally love my job and have been working in this field for almost 7 years despite the challenges that I face. I am here today to testify of the impending destruction of our human services industry here in Pennsylvania which will be a direct consequence of the unconstitutional vaccine mandate from Joe Biden.

Allow me to give you some insight into the current state of agencies such as CSG, because it plays a direct role in the downfall these agencies face if these mandates are not stopped. Currently within my own company, there is a retention crisis that has perseverated over the years, but as of recent in 2021 it has only been exacerbated to the point where CSG needs to close down homes for these individuals because they are not able to keep staff. Some of our homes have only 1 staff, and the extra hours have to be filled with staff from other houses picking up overtime. Because our job is undesirable to the larger populace, and because CSG and others are not receiving the proper funding to be attractive enough to compete with other companies they never had to compete with before such as McDonald's or Walmart, it is not only hard to attract new staff, but it is also difficult to retain them. All of this is already happening without the mandates.

Let me take this a step further before giving you the grave news. CSG is a rights-oriented organization as well as other agencies, and they stand for the rights of their clients. As such, they also stand for the rights of their employees. We receive various trainings outlining all the rights that our clients have every year, so everyone at CSG is aware of their rights. Consequently, they unsurprisingly recognize the unconstitutionality of these mandates, and therefore they have been hesitant to mandate the vaccines. They have believed in free choice and maintained that stance throughout the entire vaccine roll out.

Now understanding that many of the homes to these wonderful individuals are on the brink of shutting down as it already is, imagine what will happen once their hand is forced, and they must mandate the vaccines. You shouldn't have to imagine considering the evidence that already exists of the effects these mandates have on companies. There are swaths of people that have left the overall healthcare industry due to already instituted vaccine mandates. Numbers from 2021 compared to 2020 show that the number of healthcare workers currently employed has dramatically decreased by almost 50 percent. Our entire healthcare system has been cut in half within the year, and this correlates with the numbers CSG is expecting.

I have personally been told by CSG leadership that they expect to see up to 46% of their staff leave if they are forced to mandate the vaccines. These numbers correlate across the board with all agencies. People would rather risk living life without a job than risk taking the vaccine. They would rather leave the clients they love and take care of for the sake of fighting for their rights and their clients' rights. This will utterly crush all of these service providers, and they will be forced to shut down. They will not survive this. My company, which I wholeheartedly love, is now stuck in a catch 22 in which they must choose between mandating a vaccine and risk losing half of their already depleted staff, or they will stand for the rights of their employees and clients, refusing to comply and risk financial burdens in which they will also not be able to survive. CSG is currently biding its time until the moment they would be forced to decide. At that point, they would have to cut wages of staff to pay out the fines that would be imposed upon them just to continue fighting for our rights, and our wages are already no better than those at McDonald's and gas stations.

People with developmental disabilities and the services they receive have seen substantial progress and improvement over the course of the past several decades. These mandates risk all of that progress and setting these vulnerable people back to the days of institutionalization in order to be able to take care of

them. We all do not want to see that happen again, and any system that involves the violation of rights to anyone is unacceptable.

Our rights as individuals are being trampled on, and We the People are not taking it. They are taking their stand and have chiseled the line in the concrete. They are resolved and ready to hold their line. What is happening is unprecedented, unbelievable, and directly attacks our constitutions. They are aware of the attack, and they are not allowing these egregious overreaches of power to stand the light of day. They are educating themselves more and more, and they understand what is happening. The people you serve are not ignorant. We are taking action, and we expect your actions to empower the actions we are taking to take our state back from the tyrants who wish to eliminate self determination from our rights. Do not let your people suffer. The thousands of individuals who need our help the most will lose everything if you do not uphold The People's rights.