

Frequently Asked Questions

Please remember we are not a law firm. However, we will do our best to answer these questions with recommendations and suggestions. Please see below.

1. What will happen now that mandates/testing is dropping for unvaccinated employees?
Answer: We haven't heard that officially.
2. Are we able to file anything if we were fired or put on suspension?
Answer: Yes. You need to file with [EEOC/DFEH](#) and pursue those claims, then you can file a lawsuit.
3. If we were fired or reprimanded for not testing, what can we do now to remedy since testing is no longer happening?
Answer: You could file with [EEOC/DFEH](#) but not sure it's worth it if there aren't significant damages. Ask an attorney.
4. Any update on a damages suit for fired/forced to quit LA County Employees?
Answer: PERK is focused on damages cases against private companies right now. However, our collaboration with Pluritas is exploring legal action for Public Employees. Please see their points above.
5. LA City is denying Religious Exemptions and giving employees 5 days to comply or appeal. What resources can we use for the appeal?
Answer: <https://www.perk-group.com/exemption-letters-and-links>
6. I was wrongfully terminated for not vaccinating, what options do I have?
Answer: Please see EEOC/DFEH notes above and the resource guidelines on how to file an [EEOC](#) on PERK's website.
7. What is the statute of limitations to file a right to sue letter?
Answer: It depends, but to be safe you should seek it within 6 months of injury.
8. If that time frame has passed, what do I do and how can we get around that?
Answer: There may be ways around that time frame, but file asap. File something as soon as possible and hope for the best.
9. When does the clock start ticking for the statute of limitations?
Answer: When you suffer an injury in fact (suspension, demotion, termination, etc.)
10. What other resources are available to us?
Answer: PERK has so many resources online. [Please see an example here.](#)
11. Why don't I get the PERK emails or zoom invites?
Answer: We have noticed an increase in our PERK emails going to junk mail instead of your inbox. We believe we are being censored and the email is routing to your junk/trash mail on purpose. Add us to your contacts and check your junk mail.
12. Should I still donate to PERK even if I already did so?
Answer: Yes. Our lawsuits are expensive because we hire the best attorneys to litigate these specialty cases. We ask for your support to fund the continuation of legal action. Without it, the lawsuits would not be able to continue.