



Solidarity House

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INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA – UAW

RAY CURRY, *PRESIDENT*

FRANK STUGLIN, *SECRETARY-TREASURER*

VICE-PRESIDENTS: CHUCK BROWNING • TERRY DITTES • CINDY ESTRADA

December 8, 2021

TO: All Local Unions

RE: Federal COVID-19 Vaccination Mandates (Updated)

Greetings:

Updating my prior communications to you regarding COVID-19 vaccination mandates issued by the Occupational Safety and Health Administration (OSHA), the Centers for Medicare and Medicaid Services (CMS), and the mandate for federal contractors and subcontractors: as of December 7, 2021, all three of these federal mandates have been challenged in lawsuits, and one or more federal courts have preliminarily enjoined each of the mandates pending further litigation. This means that, as of now, none of these three mandates will take effect in January as previously scheduled, and for now employers are not required to comply with them.

The litigation over each of the mandates is ongoing, and the courts could lift the stays and allow one or all of the mandates to, again, take effect. Because of this uncertainty, employers may want to continue engaging in effects bargaining and discussions about implementation of these mandates. So that the parties are prepared if the courts change course, such bargaining and discussions may continue. However, unless and until an applicable mandate is reinstated by the courts, a vaccine requirement imposed by the employer is optional,¹ and both the employer's decision to require that its workers are vaccinated, and the effects of that decision, are subject to bargaining with the Union.

I will continue to provide updates to you on these issues. Please contact your Servicing Representative or Regional Director with immediate questions, or to obtain appropriate assistance from the Legal and/or Health and Safety Departments.

In solidarity,

Ray Curry
President

cc: International Executive Board
Assistant Regional Directors
Top Administrative Assistants
Tim Bressler
Todd Brien
Steve Zimmerla

¹ Assuming that there is not a separate state-level government mandate applicable to the employer.