

Union ★  
Update

OPEIU  
Local



*For Local 8 Members at Northwest Justice Project*

*September 13, 2021*

We were notified by email this past Saturday that NJP intends to move forward with a mandatory COVID-19 vaccination policy.

Employers can legally require vaccinations as long as they comply with other necessary laws that allow for exemption such as Title VII of the Civil Rights Act and the Americans with Disabilities Act. This is established in various court opinions (*Jacobson v. Massachusetts* - a 1905 case heard by SCOTUS and more recently *Klassen, et al. v. Trustees of Indiana University*- a 2021 case heard by 7th U.S. Circuit Court of Appeals). In fact, prior to President Biden's announcement requiring either vaccination or weekly testing for all employers with 100+ employees, we saw Governor Inslee require vaccination for State employees and healthcare workers. Similar mandates have also been implemented within King County and the City of Seattle.

OPEIU LOCAL 8 has the legal right to bargain over the impacts and implementation of this new policy. Our role would be to advocate for as much transparency, fairness, and flexibility as possible. But, prior to engaging in any action on this, we need to hear from you. We'd like to solicit your feedback. Please find four quick [survey questions here](#). This issue is urgent. Please submit your response by 4pm on Wednesday, September 15th.

***If you have any questions or concerns, you can reach your Union Representative, Valarie Peaphon, at [valarie@opeiu8.org](mailto:valarie@opeiu8.org).***



**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8**

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