

Union ★  
Update

OPEIU  
Local



*For Local 8 Members at Seattle Housing Authority*

*September 13, 2021*

We are in discussions with SHA regarding their 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, since SHA launched their plan to make receiving the vaccine a condition of employment, President Biden has now also announced a requirement for all employers with 100+ employees to either get vaccinated or undergo weekly testing.

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. To gauge the memberships reaction, we need to hear from you. Find four quick [survey questions here](#). This issue is urgent so please submit your survey responses by 4pm tomorrow, Tuesday, September 14th.

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

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

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