



# Teamsters Local Union No. 332

General Teamsters, to include Motion Pictures & Studios and Pipeline  
Chartered by the International Brotherhood of Teamsters



Principal Officer/President  
Nina Bugbee  
nina@teamsters332.com  
August 20, 2021

1502 S. Dort Highway  
Flint, MI 48503  
(810) 767-7330 Fax (810) 767-4040

Secretary/Treasurer  
Mark Barnhart  
mark@teamsters332.com

Ms. Cara Sheahan  
Labor Relations Partner  
Ascension Genesys Hospital  
One Genesys Parkway  
Grand Blanc, MI 48439

By Email

**Re: Teamsters Local 332 and Ascension Genesys Hospital  
RN Unit and Technical Unit - COVID-19 Vaccines**

Dear Ms. Sheahan:

The purpose of this letter is to respond to the Hospital's unilateral and direct dealing with RN Bargaining Unit employees and Technical Bargaining Unit employees regarding COVID-19 vaccines.

## 1. RN Bargaining Unit.

As to the RN Bargaining Unit, the RN Collective Bargaining Unit, Article 39, Section 5 provides in part:

Each Registered Nurse shall receive the same mandatory immunizations, vaccinations, and screening programs as required of non-bargaining unit Hospital employees. These programs are in place to promote and protect the safety and wellbeing of both employees and patients. RNs will not be required to receive any vaccine that has not been licensed (approved) by the FDA. Prior to requiring a new immunization or vaccination, the Hospital will notify the Union. Additionally, upon request, the Hospital agrees to meet with the Union and bargain the effects.

Exemptions may be granted for medical contraindications or for sincerely held religious beliefs by submitting a request in accordance with Ascension procedure.

To date, the Hospital has not notified the Union that it will be requiring COVID-19 vaccinations. However, without notifying the Union or bargaining about this mandatory bargaining subject, the Hospital apparently sent RNs emails and posted notices requiring vaccinations on or by November 12, 2021 at 5:00 p.m., requiring exemption forms to be submitted on or by October 1, 2021, and requiring them to agree to a voluntary resignation and/or discipline or discharge without just cause if their exemption request is not granted. This is a violation of our Collective Bargaining Unit and of the Hospital's obligations under the law.

August 20, 2021  
Ms. Cara Sheahan  
Page 2

As to the RN bargaining unit, we demand that you immediately suspend your unilateral mandatory COVID-19 vaccination program (including the unilateral exemption forms, etc.), provide the Union with written notification of what the Hospital specifically proposes, advise the RNs that the program is on hold pending bargaining, and meet and bargain the effects with the Union. Your failure to immediately take these steps will be met with appropriate lawful recourse.

We also ask for a copy of any documentation the Hospital has that the vaccines in question have been licensed (approved) by the FDA.

**2. Technical Bargaining Unit.**

As to the Technical bargaining unit, the Collective Bargaining Agreement, Article 37, Section 4 does not provide for the Hospital to mandate any Technical unit employees to receive any vaccination.

To date, the Hospital has not notified the Union that it will be requiring COVID-19 vaccinations. However, without notifying the Union or bargaining about this mandatory bargaining subject, the Hospital apparently sent Technical employees emails and posted notices requiring vaccinations on or by November 12, 2021 at 5 p.m., requiring exemption forms to be submitted on or by October 1, 2021, and requiring them to agree to a voluntary resignation and/or discipline or discharge without just cause if their exemption request is not granted. This is a violation of our Collective Bargaining Agreement and of the Hospital's obligations under the law.

As to the Technical bargaining unit, we demand that you immediately suspend your unilateral mandatory COVID-19 vaccination program (including the unilateral exemption forms, etc.), provide the Union with written notification of what the Hospital proposes, advise the employees that the program is on hold pending bargaining, and meet and bargain the decision and the effects with the Union. Your failure to immediately take these steps will be met with appropriate lawful recourse.

Please demonstrate your commitment and dedication of the Ascension mission and the Hospital's respect of health care workers, their Union contracts, and the law. In doing so, please offer Local 332 dates to meet and bargain over the above mentioned important matters.


Sincerely,

  
Nina Bugbee

Sincerely,

  
Kelly Rivera-Craine

Sincerely,

  
Dana Alden

NB/kf

cc: Kathy Bouma, Director of Labor Relations (by email)  
Andrea Anantharam, Attorney Corporate Legal Services Ascension (by email)  
Lisa Smith, Esquire for Teamsters Local 332 (by email)