



# 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  
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September 1, 2021

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Mark Barnhart  
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Cara Sheahan, Labor Relations Partner  
Ascension Genesys  
One Genesys Parkway  
Grand Blanc, MI 48439

By: Email and U.S. Post Office

**Re: COVID-19 Vaccination Mandate**

Dear Cara,

On August 20, 2021, we sent you a letter regarding the Hospital's unilateral decision to mandate the COVID-19 vaccine for RN and Technical employees. We requested to bargain for each unit and asked that you immediately suspend your unilateral mandatory COVID-19 vaccination program (including the unilateral exemption forms, etc.). The letter also requested you provide the Union with what the Hospital proposes, to advise the employees that the program is on hold pending bargaining, and provide dates to meet and bargain.

In response, you sent an email on August 25, 2021, that while it offers dates to meet, treats the Hospital's "decision" as final and a done deal. You have refused to suspend the program and exemption forms and did not inform the employees the program is on hold pending bargaining. That is unlawful.

Therefore, please take above mentioned steps immediately and confirm in writing that you have done so for both the RN and Technical Bargaining Units. Upon notification that this request has been completed, we can confirm dates to meet and bargain.

Finally, please provide a copy of the proposed exemption forms, with all their fine print for the COVID-19 vaccine and the influenza vaccine.

Respectfully,

Nina Bugbee  
President

Respectfully,

Kelly Rivera-Craine  
Business Agent

Respectfully,

Dana Alden  
Business Agent

NB/kf

cc: Brad Taormina, Attorney, Hall, Render, Killian, Heath & Lyman, P.C. (by email)  
Andrea Anantharam, Attorney Corporate Legal Services Ascension (by email)  
Lisa Smith, Esquire for Teamsters Local 332 (by email)