



# 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

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

Secretary/Treasurer  
Mark Barnhart  
mark@teamsters332.com

October 4, 2021

**Re: Teamsters Local 332 and Ascension Genesys Hospital  
Update on Mandatory COVID-19 Vaccine Policy**

Dear Teamsters/Ascension Genesys RNs & Techs:

With respect to the upcoming Federal mandates and CMS guidelines, it is less likely that employment will be a viable option unless vaccinated or granted an exemption. However, for unionized workers covered under the National Labor Relations Act (NLRA), employers such as Ascension Genesys are obligated to bargain how the decision will affect employees.

Therefore, on Friday, October 1, 2021, the Union met with the Hospital to bargain the effects of the Ascension Genesys mandatory vaccine policy. The Union made an extensive written information request (see attachment). In addition, the Union provided the Hospital ninety seven (97) signed letters pertaining to the vaccine declination form, request for exemption and statement of non-agreement of resignation (see attachment).

Also, the parties exchanged proposals regarding the effects of the vaccine mandate. Furthermore, a Retention Bonus proposal was submitted to the Hospital by the Union. The next scheduled date to bargain is Tuesday, October 19, 2021 while we continue to await the Federal and CMS mandates.

Sincerely,

Nina Bugbee

Sincerely,

Kelly Rivera-Craine

Sincerely,

Dana Alden

NB/kf

cc: Lisa Smith, Esquire

Enclosures



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Secretary/Treasurer  
Mark Barnhart  
mark@teamsters332.com

September 30, 2021

Bradley Taormina, Attorney  
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 Vaccine Mandate**

Dear Brad:

This is to request information regarding the Employer's COVID-19 vaccine mandate policy. This information is relevant and necessary to bargaining, contract administration/enforcement, and representation of Bargaining Unit employees.

1. Provide a sample of each round of emails or other communications that were sent to Teamsters Local 332-represented Bargaining Unit employees regarding the COVID-19 vaccine mandate policy and any reminders or follow up emails to them about the policy.
2. Provide a list of all RN Bargaining Unit employees, and a separate list of all Technical Bargaining Unit employees, who have submitted applications for COVID-19 vaccine exemptions; include name, job classification, the nature of the exemption requested (i.e., medical or religious), the status of the application (i.e., granted, denied, or still pending), and the date the decision was communicated to the employee. This is a continuing request. Please provide an updated list again on October 15, 2021, again on October 29, 2021, and again on November 8, 2021.
3. Provide a list of all RN Bargaining Unit employees, and a separate list of all Technical Bargaining Unit employees who have not yet received the full COVID-19 vaccine; include name, job classification and whether they are on a leave of absence. This is a continuing request. Please provide an updated list again on October 15, 2021, again on October 29, 2021, and again on November 8, 2021.
4. Provide a sample of each email or other communication sent to Bargaining Unit employees granting a medical exemption request for the COVID-19 vaccine.
5. Provide a sample of each email or other communication sent to Bargaining Unit employees granting a religious exemption request for the COVID-19 vaccine.

6. Provide a sample of each email or other communication sent to Bargaining Unit employees denying a medical exemption request for the COVID-19 vaccine.
7. Provide a sample of each email or other communication sent to Bargaining Unit employees denying a religious exemption request for the COVID-19 vaccine.
8. Provide the date the Ascension COVID-19 Vaccine Policy went into effect for Ascension Genesys Hospital Teamsters Local 332-represented Bargaining Unit employees. Provide a copy of all communication(s) to the Union, if any, advising the Union that this new policy would be or was coming in effect.
9. Provide the medical guidance or recommendations, excluding individual Protected Health information (“PHI”) or Personally Identifiable Information (“PII”), the Employer relied on in drafting and formulating the policy.
10. Identify by name and job title the members of the Exemption Review Committee who review COVID-19 vaccine exemption requests for Ascension Genesys Hospital Bargaining Unit employees.
11. Provide the reasons or grounds relied upon for the selection of the October 1, 2021 due date for all exemption requests and for the selection of the November 12, 2021 deadline to comply with the COVID-19 vaccination requirements for Ascension Genesys Hospital Bargaining Unit employees.
12. For Bargaining Unit employees who are granted exemptions from the COVID-19 vaccine requirements, will the Employer require that they be COVID tested regularly or not? Will they be required to utilize different or more PPE or other infection control precautions than vaccinated employees? Will their job locations, job assignments, job duties, or other working conditions in any way be affected by their exemption? Please advise and provide the details. If they will be periodically tested, provide information on the locations for testing, the testing frequency, whether they will be tested on work time (paid) or not, the testing protocols, and who will bear the testing costs.
13. Provide the reasons or grounds relied upon by Genesys Ascension Hospital for excluding an appeal process from the exemption process in the Ascension COVID-19 Vaccine Policy.
14. Advise how or whether the COVID-19 vaccination policy affects Bargaining Unit employees on a current leave of absence.
15. Advise whether the policy, in the Hospital’s view, requires additional or “booster” shots to any Bargaining Unit employees who are or become otherwise fully vaccinated (i.e., who have already had 2 shots for Pfizer or Moderna, 1 shot for Johnson & Johnson).

16. Advise how the policy affects Bargaining Unit employees who have already had COVID-19. What vaccination shots, if any, are required for them and what is the protocol and procedure for that?
17. With respect to the retention of information on COVID-19 vaccinated employees, how will the Employer secure that data against a breach from third parties, other unauthorized access, and/or unauthorized distribution?
18. In the event of a breach of the COVID-19 vaccination information for employees, what plan does the Employer have in place to respond to such an incident?
19. If a list or database of unvaccinated Bargaining Unit employees will be maintained by the Employer, how will such data be secured by the Employer?
20. In the event of a breach of PII data for unvaccinated Bargaining Unit employees, what plan does the Employer have in place to react to and potentially repair such a breach?
21. In the event of a breach of PII data of unvaccinated Bargaining Unit employees, what plan does the Employer have in place to respond and potentially repair the damage from such an incident?

The Union has formally demanded meaningful bargaining on this since at least August 20, 2021 and the Employer has repeatedly refused to extend the October 1 or November 12 dates to permit the parties an opportunity to meaningfully bargain. The Union continues to object that the first bargaining date is October 1, 2021, but we have agreed to meet under these difficult circumstances under protest. We may have additional information requests as we learn more.


Please provide the requested information as soon as possible. If some of the information is more readily available than others, please provide the readily available information first and advise when the remaining information will be provided. Please provide the requested lists in Excel or another editable format.

Please contact us if there are any questions about these requests. Thank you.


Sincerely,

  
Nina Bugbee

Sincerely,

  
Kelly Rivera-Craine

Sincerely,

  
Dana Alden

NB/kf

cc: Kathy Boum  
Cara Sheahan  
Andrea Anantharam, Esq.  
Lisa M. Smith, Esq.

August 31, 2021

Renee Emmerling, Vice President of Nursing  
Cara Sheahan, Labor Relations Partner  
Ascension Genesys  
One Genesys Parkway  
Grand Blanc, MI 48439

**Re: Vaccine Declination**

Dear Ms. Emmerling and Ms. Sheahan,

By signing the COVID-19 vaccine declination form and requesting an exemption, I am not agreeing to resign or give up my job. I am requesting you bargain this with my Union (Teamsters Local 332). If I already signed the form, I did so under duress.

Respectfully,

cc: Teamsters Local Union 332