

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS DISTRICT LODGE 19

OFFICE OF PRESIDENT DIRECTING GENERAL CHAIRMAN: J. MICHAEL PERRY

IAM DL-19 Covid-19 Vaccine Accommodation Message October 14, 2021

Brothers and Sisters:

As you are aware, many employers across the United States are mandating that employees be vaccinated against Covid-19 within the next few weeks. The rail industry is no different. As of October 14, 2021, Amtrak and Union Pacific have established vaccination mandates and we expect many other Railroads will follow.

For Railroads doing business with the Federal government, the move to mandate vaccinations is required by President Biden's **Executive Order 14042** "Ensuring Adequate COVID Safety Protocols for Federal Contractors," issued on September 9, 2021. The Executive Order mandates that federal contractors comply with the Guidelines established by the Safer Federal Workforce Taskforce. Those Guidelines are clear: "Covered contractor employees must be fully vaccinated no later than **December 8, 2021**," unless the employee has approval for a religious or medical accommodation.

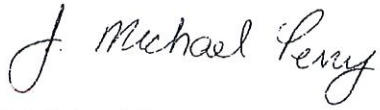
Railroads that are not federal contractors may still choose to mandate vaccination on their own, even if it is not required by state or federal law. The District Lodge's attorneys have advised us that the Railroads, like other private companies, are within their legal rights to mandate vaccination as a condition of employment, if they allow for religious and medical accommodations as defined by law. Additionally, within the next few weeks the U.S. Occupational Safety and Health Administration ("OSHA") is expected to announce new regulations likely requiring all employers with more than 100 employees to develop policies mandating vaccination or weekly Covid-19 testing.

District Lodge 19 leadership has stated before, and is worth repeating, we encourage all members and their families to get vaccinated if doing so is safe for each individual. We do not believe any employer should accomplish vaccinations through a mandate under threat of termination, but this is the reality we now face. For those employees who have been or will be approved for a religious or medical accommodation, we will seek to work with the Railroads to develop reasonable accommodations that work for everyone.

Deadlines to be vaccinated against Covid-19 or face termination are likely coming in the next few weeks if they have not already been announced. We know that several of you have applied for or will apply for religious or medical exemptions. Some of you may be denied your request for a religious or medical accommodation. Others may be approved for an accommodation but find the accommodation unreasonable or unacceptable.

Whether an accommodation is unreasonable under the law will depend on the individual.

In Solidarity,

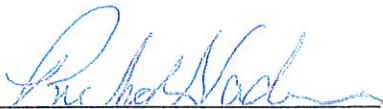


J. Michael Perry
President/Directing General Chairman
District Lodge 19

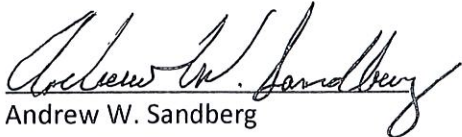
SIGNATURES:



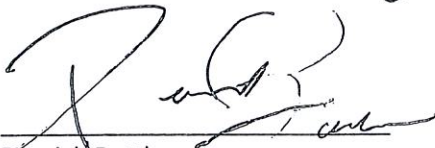
Kyle Loos



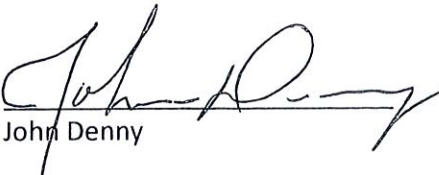
Richard Nadeau, Jr.



Andrew W. Sandberg



Derrick Battle



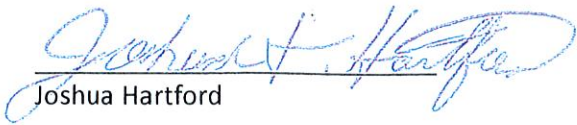
John Denny

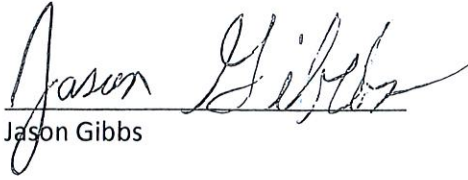


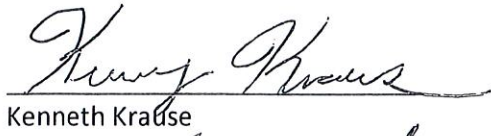
Heath Jacobs

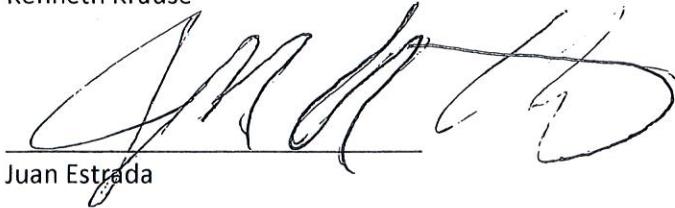


James B. Orwan


Joshua Hartford


Jason Gibbs


Kenneth Krause


Juan Estrada