



TRANSPORT WORKERS UNION LOCAL 555

EMPOWERING THE TEAM: ORGANIZING, REPRESENTING, AND DEFENDING RIGHTS OF ESSENTIAL VULNERABLE
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October 4, 2021

Brothers and Sisters of TWU Local 555,

We, as the Local, are distressed to discover the latest message from the Company regarding their plans for implementation of the federally mandated (CWA) vaccination policy weekly testing of employees. While we acknowledge the Company has the legal authority to follow the guidelines instituted through the government's mandate, we do not agree with the validity of their decision to terminate those employees who fail to obtain the vaccination. These vital personal, religious, and medical reasons that violate an employee's freedom of choice in the submission to becoming vaccinated.

We continue to have an unwavering stance to advocate for all aspects of the CBA, including that it provides that no employee shall be terminated without just cause. The exercising of one's personal choice in this matter, without fear of discrimination through termination. We further recognize that an individual's right to choose does not dissolve them of any possible repercussions. However, those repercussions if any are warranted, should be measured and appropriate to the situation.

The Union stands ready to discuss any form of exemption or alternative in order to avoid the possibility of a drastic outcome. While the Company has the legal right to enforce a Federal Mandate, the proposed mandate does not indicate that termination must be the only result. Any number of compassionate alternatives could be utilized. There currently exists an already recognized systemwide staffing shortage, to terminate those that have remained in strident union throughout the pandemic for exercising their personal choice to remain unvaccinated is both unjust and self-defeating. There is potential for undermining the willpower of both the employees as well as the union. The previous retaliatory act of termination for employees failing to comply with a mandate coupled with an already recognized systemwide staffing shortage could create dire consequences from which the Company may never recover.

The Union demands for the Company to consider all there is at stake in the enforcement of termination of valued employees and to consider less severe measures. Like past instances, we are willing to work towards a mutually beneficial outcome, to achieve an alternative remedy.

We will continue to enforce the Collective Bargaining Agreement to the best of our ability and will do so, with vigor and determination, in all situations where contractual rights are hindered.

A mandate should not equate to terminate. **STRONGER TOGETHER – UNITED INVINCIBLE!**