



**CITY EMPLOYEES UNION LOCAL 237**  
AFFILIATED WITH THE  
**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**  
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November 4, 2021

**Re: Vaccine Mandate for New York City Employees**

Dear Brothers and Sisters:

As you know, the City of New York (the "City") has imposed a vaccine mandate for all NYC employees. For the last week, Local 237 has been bargaining with the City to attempt to protect the rights of our members. I am pleased to announce that we reached an agreement with the City last night.

The main terms of the Agreement are:

- (1) Employees who get their first vaccine between November 1, 2021 and this Friday, November 5, at 11:59 pm will have the right to return to their same work location; Arbitrator Martin Scheinman has retained jurisdiction to meet with the Union and the City to address how to deal with the employees' compensation for the period from November 1 to the date of their vaccination.
- (2) For appeals of agency denials of exemption/accommodation requests, there will be two separate processes, one through the City's internal appeal process and one through the independent arbitrator (Scheinman) process.
- (3) The City backed off its original plan to remove from the payroll all employees who have been denied an exemption from the vaccine for medical or religious reasons. Instead, those who filed for an exemption/accommodation before 11:59 pm on November 2<sup>nd</sup> will remain on payroll through either the City agency or independent arbitrator (Scheinman) appeal process. The member may choose which appeal route to follow.
- (4) Employees will be able to file new exemption/accommodation requests today through 11:59 pm on Friday, November 5<sup>th</sup>. Those who file during this period will remain on payroll throughout the agency determination of the request and will then have a right to file an appeal through either the City or independent (Scheinman) appeal process. If the appeal is granted, the employee will be paid retroactive to the date of the agency determination.

(5) Any unvaccinated employee who has not requested an exemption, or one who has requested an exemption that, after appeal, has been denied, may be placed on a non-disciplinary leave without pay through November 30, 2021. Employees who become vaccinated during this period may return to work as soon as practicable at the same work location.

(6) Employees who opt to separate from employment during this period, subject to certain conditions discussed in the attached agreement, will continue to be eligible for health insurance until June 30, 2022.

(7) Employees may also opt to extend their leave without pay through June 30, 2022. Subject to certain conditions discussed in the attached agreement, these employees also will continue to be eligible for health insurance until June 30, 2022.

(6) Women who started their third trimester of pregnancy on or before October 29, 2021 may utilize sick leave, annual leave, and/or compensatory time prior to the child's birth date (and then may be eligible for paid family leave).

The full details of our agreement with the City can be found in the attached agreement.

In solidarity,

A handwritten signature in black ink, appearing to read "Gregory Floyd", written in a cursive style.

Gregory Floyd,  
President, Teamsters Local 237