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TO: All MTC Presidents

CC: MTD KEYS
MTD General Representatives

FROM: James Hart, President Metal Trades Department

DATE: August 24, 2021

RE: Metal Trades Department COVID Vaccination Statement

Dear Brothers and Sisters,

The ongoing Covid Pandemic and its ensuing variants are continuing to present metal trade's workers and their families with ongoing challenges.

As the Federal Drug Administration (FDA) has now given its final approval to the Pfizer BioNTech vaccine, our council officers and local affiliates can expect more and more to be faced with a requirement from signatory contractors and owners that all employees produce proof of vaccination to enter their respective property or worksite.

The department fully understands that it is a matter of personal choice whether or not one agrees to be vaccinated. However, please be advised that I am in receipt of legal advice that owners and contractors have the right to require proof of vaccination in this situation. With that said, third parties may require vaccinations as a term of employment, but cannot implement such a policy without bargaining the effects of such policy with the council.

The department urges all metal trades bargaining unit members to take advantage of the opportunity to be vaccinated, so that affiliate members are not limited in their employment opportunities.

Should you have any questions regarding this communication or require any assistance in addressing this matter with council delegates, affiliate members and contractors, please feel free to contact me at the department headquarters at your convenience.

Thank you for your time and consideration.