

A Letter to Employers

The deadlines for required COVID vaccines for employees of large corporations and medical institutions are looming, and there are a limited number of strategies for slowing down the process. One that has worked for a few people is to demand to see the criteria for evaluating applications for exemptions. We cannot promise that this will work for everyone, but it's worth trying. Employers who can't provide this information may become a little nervous about the consequences.

Dear _____:

I'm writing in reference to your new policy requiring that all employees must receive a COVID vaccine by _____.

At this time, I'm carefully evaluating my options, and my attorney has asked me to obtain some additional information from you. I need a written copy of the guidelines you have provided to all staff, committees, or outside vendors/consultants who will be reviewing applications for religious or medical exemptions.

I'm assuming that the process of reviewing exemption applications will be similar to the methods used for insurance underwriting. Companies offering insurance provide guidelines on request or even post them on their websites. For example, teen drivers cost more to insure, a history of drunk driving may result in an inability to obtain auto insurance through a particular provider, and people in certain occupations may not qualify for life insurance. These guidelines provide assurance to consumers that decisions are not arbitrary, and that all applicants will be subject to the same rules. They also provide public notification about who does and does not qualify, preventing both the insurance company and potential applicants from wasting time.

I'm sure that our company has taken the time to develop clear policies concerning who does and does not qualify for an exemption in order to make sure that decisions concerning vaccinations will not be arbitrary, and that these guidelines are likewise available on request.

Thank you in advance for your attention to this matter. If for some reason this information is not available at this time, please let me know when I can expect it.