

Questions we collected at the 10-13-21 Union meeting about the Vaccine Mandate and GC Luke Edington's response.

Q If an individual gets vaccinated, and then gets sick from the shot, are there any repercussions? If so, who is accountable?

A UP refuses to pay for time employees would miss if they are ill and has stated that employees should file for RRB benefits. They deny any accountability since vaccination is mandated by the government.

Q The Carrier is Medically disqualifying individuals who choose not to be vaccinated:

What does that mean?

A UP considers the vaccination as a condition of employment, similar to passing vision and hearing exams. They plan to medically disqualify employees who choose not to get vaccinated but don't know how long they will leave them in that status. They did say that an employee who's medically disqualified and decides to get vaccinated will be returned to service after completing the vaccination process which includes the 14 day waiting period after the final shot.

Q Does an individual qualify for RR unemployment? Disability/ other benefits?

A I don't know for sure and we have not received an official response from the RRB or UP. We did get some feedback from a couple of representatives at RRB and they implied our members would not be eligible for RRB benefits or disability if they choose to not receive the vaccine.

Q If an individual is medically disqualified, can an individual get vaccinated and come back?

A Answered above. Yes, after the vaccination process is completed.

Q Does this status or can this status change? Under what circumstances?

A We posed the question of what happens to employees who choose not to get vaccinated. When the pandemic is over and/or alternative vaccines come out later? UP did not have an answer and said they would look into it.

Q Weekly testing is not an option, why is this not an option for RR employees?

A There are two classifications for the mandate; federal contractors and OSHA. OSHA allows for weekly testing and federal contractors does not. UP is considered a federal contractor since they provide service and haul government freight therefore we as employees (as well as all of UP's subcontractors) are required to get vaccinated and not allowed weekly testing.

Q Can an individual take an LA prior to the vaccination end date and avoid issues?

A They may request a LA however, before marking up, they would have to provide proof of vaccination.