



# Office of Labor Relations

22 Cortlandt Street, New York, NY 10007  
nyc.gov/olr

**Renee Campion**  
*Commissioner*

**Steven H. Banks**  
*First Deputy Commissioner*  
*General Counsel*

**Claire Levitt**

*Deputy Commissioner*  
*Health Care Strategy*

**Georgette Gestely**  
*Director, Employee Benefits Program*

## Via Email

October 20, 2021

Harry Nespoli  
Chair  
Municipal Labor Committee  
55 Water Street, 23<sup>rd</sup> Floor  
New York, NY 10041

Dear Mr. Nespoli,

I write in response to your letter dated October 20, 2021 on behalf of the Municipal Labor Committee (“MLC”) objecting to the newly instituted COVID-19 vaccination requirement for all City employees, requesting the City cease-and-desist from implementation of the policy, and asking the City to immediately bargain the decision to institute the policy and its impact and implementation.

We do not agree that the decision to require City employees to be vaccinated against COVID-19, which has killed tens of thousands of New Yorkers and hundreds of City employees, is a mandatory subject of bargaining. As you are aware, Courts have repeatedly upheld the government’s right to require vaccination to protect the health of our employees and all those the City serves, most recently in response to litigation seeking to halt the mandate at the Department of Education. We will therefore be proceeding with implementation of the mandate as announced, with a deadline of October 29<sup>th</sup> at 5:00 p.m. for employees to submit proof of vaccination. We are, however, willing to meet to bargain the impact of this requirement and have sent letters to all affected unions offering to do so. If the MLC wishes to bargain as a coalition of its member unions, we are available to engage in impact bargaining with the MLC and encourage you to contact my office to schedule a date.

Sincerely,

Renee Campion

cc: Dean Fuleihan, First Deputy Mayor  
Emma Wolfe, Deputy Mayor for Administration  
Steve Banks, OLR First Deputy Commissioner and General Counsel  
Alan Klinger, Esq.