



Special Membership Update August 2021

Dear SCXEA Members,

On July 30, 2021, SCXEA received a letter from the City of Sacramento stating its intent to require employees to get the COVID-19 vaccine or be subjected to COVID testing on a weekly basis. SCXEA immediately requested a meeting to discuss the impacts of this policy, and our concerns.

On the night of August 12th, prior to the first meet and confer taking place, the City rescinded its July 30th letter and notified SCXEA that the City now intends to implement a policy mandating vaccines for all City employees without an option for weekly testing. According to this August 12th notice, any employee who fails to submit proof of full or partial vaccination or who fails to request a medical or religious exemption by September 1st will be subject to discipline, up to and including termination. No explanation was provided for this change. No explanation was provided for why even those employees working remotely are being included as part of the mandate. No explanation was provided as to why the City would impose discipline – up to and including termination – when that is NOT mandated under any State or Local law, rule, or regulation.

SCXEA employees have worked tirelessly throughout this pandemic providing leadership, guidance, and support in carrying out Mayor Steinberg's, City Council's, and the City Manager's directives. We are greatly disappointed at this current change in position, coercing employees to choose between the COVID-19 vaccine or suffering the loss of their careers and livelihoods.

SCXEA employees have endured an expired labor contract over the past 14 months, during which time SCXEA's leaders have been asked repeatedly for patience and understanding by City leadership through uncertain economic times. Negotiation meetings were delayed and cancelled time and again by the City.

While SCXEA supports and encourages all of its members to get the COVID-19 vaccine to protect themselves and their community from a potentially deadly virus, we do not support the City's coercive policy. Members should educate themselves and speak to their health care professionals in making medical decisions on the vaccine. SCXEA does not sit on either side of the vaccine debate. We support our members who choose to get vaccinated as well as support our members who choose not to. Our dispute lies in the right to choose.

SCXEA representatives and legal counsel will be meeting with the City this week. We will fight against the proposed vaccine mandate and support your individual right to make informed medical decisions without intimidation and fear of reprisal.

Sincerely,

Heather Hoekstra, President
Sacramento City Exempt Employees Association (SCXEA)