

From: [Joyce Babb](#)
To: [HAL Everyone](#)
Cc: [Lisa Osanka](#)
Subject: Follow-up to Memo regarding Mandatory Covid-19 Vaccinations
Date: Wednesday, November 17, 2021 4:03:07 PM

Regarding the memo sent by email to all employees this morning concerning the LMHA Board's decision to implement a policy requiring mandatory COVID-19 vaccination for all employees, as mentioned in the memo, LMHA is in the process of developing the policy in accordance with the ETS guidelines. Therefore, any request for a reasonable accommodation is premature at this time and should be held until the policy has been developed and implemented.

Also, the status of the rule is currently in the 6th circuit court where an action to block the implementation of the ETS has been filed and is currently pending a decision. However, since no decision by the court has been made as of yet, LMHA's Board recommended that we proceed with the planning for the implementation of the ETS requirements. This may change depending upon the 6th circuit court's ruling.

Should you have any questions, please let me know.

MANAGERS AND SUPERVISORS, PLEASE POST THIS EMAIL IN AN AREA WHERE IT IS CLEARLY VISIBLE TO THOSE EMPLOYEES UNDER YOUR SUPERVISOR WHO DO NOT HAVE ACCESS TO LMHA EMAIL.

Thank you!

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