

UCLA Academic Senate

May 24, 2021

Mary Gauvain
UC Academic Senate Chair

Re: *Proposed Presidential Policy SARS-CoV-2 (COVID-19) Vaccination Program*

Dear Chair Gauvain,

After review by appropriate standing committees the Executive Board of the UCLA Division discussed the *Proposed Presidential Policy SARS-CoV-2 (COVID-19) Vaccination Program*.

Members of the Executive Board unanimously supported early implementation of the Vaccination Program for those returning to campus, well before the Fall Quarter, August 1 or earlier being recommended. Implementation and enforcement should not be delayed until full FDA licensure is obtained.

Members of the Executive Board were unanimously opposed to having a religious exemption in the Vaccination Program. It is noted that Title VII applies narrowly to employees who must cooperate with the employer's reasonable inquiries, and that the employer may deny the accommodation request if it would pose an undue hardship to the University. It is also noted that vaccines that did not necessitate the use of stem cells in their provision are widely available.

Members of the Executive Board opined that exemptions could be granted for medical contraindications, but only when necessary, per guidance provided by the U.S. Food & Drug Administration and the Centers for Disease Control and Prevention, as well as for qualifying disabilities.

Committees raised questions relating to the policy having religious and medical exemptions, enforcement, its application to affiliates, the likely future need for boosters, and a need for improved clarity (attached).

In summary, the UCLA Division strongly urges changes to the Vaccination Program Policy to include much earlier implementation, the removal of a broad religious exemption, and a narrowing of the language describing medical exemption.

Sincerely,

A handwritten signature in black ink, appearing to read "Shane White", enclosed in a thin black rectangular border.

Shane White
Chair, UCLA Academic Senate

Encl.

Cc: Jody Kreiman, Vice Chair/Chair Elect, UCLA Academic Senate
Michael Meranze, Immediate Past Chair, UCLA Academic Senate
April de Stefano, Executive Director, UCLA Academic Senate