



I B E W L o c a l 7 7

**TO: BROTHERS & SISTERS OF IBEW LOCAL 77**  
**FROM: REX HABNER - BUSINESS MANAGER**  
**RE: COVID-19 VACCINE MANDATE**

Brothers and Sisters of IBEW Local 77,

The last 18 months have been some of the most challenging times our union has ever faced. Our rights as workers are of the utmost importance while we navigate these trying times.

President Biden announced an executive order last week instructing the Occupational Safety and Health Administration (OSHA) to draft a rule mandating that all businesses with 100 or more workers require their employees to either get vaccinated against the coronavirus or require mandatory weekly testing. In addition, as a condition of employment, all Federal Government employees will be required to be fully vaccinated.

Although we encourage our members to get vaccinated, we at Local 77 believe in our members' right to choose. We will continue to fight for and represent the interests of those who wish to decline the Covid-19 vaccination for varying personal reasons. While there may be valid concerns around this mandate, members should also be aware of an abundance of misinformation spread by those who wish to divide our union and weaken our bargaining power. We believe these executive orders are mandatory subjects of bargaining under our collective bargaining agreements. Local 77 continues to communicate closely with all companies that employ our members, work closely with our legal counsel, and are in constant communications with other unions as we navigate these everchanging, complex issues. We will exercise our legal rights in this matter as we stand by our members' right to decide for themselves whether or not they elect to get the Covid-19 vaccination.

I want to encourage all of our members to attend your unit meetings as this is where we will share up-to-date information as we receive it. Once OSHA releases their rules surrounding the mandate, we will review them carefully with our legal team and keep our membership informed.

If you have any questions, you can reach me at 206-323-4505.

In Solidarity,

Rex Habner  
Business Manager  
IBEW Local 77  
206-323-4505