

August 19, 2021

VIA ELECTRONIC COMMUNICATION AND FIRST-CLASS MAIL

The Honorable Michael Hancock  
Mayor of Denver  
City and County Building  
1437 Bannock Street  
Denver, CO 80202

**RE: Health Order/Mandatory COVID-19 Vaccinations**

Mayor Hancock:

You issued a mandatory health Order on August 2, 2021, requiring employees of the City and County of Denver to be fully vaccinated by September 30, 2021. Since this Order was announced, numerous questions have arisen and although there were town halls, there are still many unanswered inquiries regarding this mandate.

Therefore, the collective bargaining agents of the Denver Police Protective Association, Denver Fire Fighters Local 858, ATU Local 1563 (The Amalgamated Transit Union), Teamsters Local 17, as well as DSU/IUPA Local #380 (Denver Sheriff Union) have developed a list of questions that we must have answered for the employees we represent. Because of the aggressive deadline of this mandate, we ask that these be answered immediately, so employees have time to make a well-informed decision which balances their personal health choices and their decision about their career.

*Regarding medical and religious exemption requests:*

1. Is there an appeal process to review any exemption denials? If so, what is the appeal process for the denial? If there isn't an appeal process, we are requesting an appeal process for review.
2. Who makes the decision regarding the religious or medical exemptions?
3. What is the accommodation for those employees whose medical or religious exemption is denied during the appeal process?
4. What is the accommodation for those who are granted a religious or medical exemption?

*As to non-compliance of the health Order:*

1. If an employee chooses not to become vaccinated and does not qualify for a medical or religious exemption from vaccination, will the employee be subject to discipline? If so:
  - a. Will progressive discipline be followed?
  - b. If progressive discipline is imposed, what will be the discipline?
  - c. What rules would the employer allege have been violated?
  - d. What disciplinary process will be followed?

*The Worker's Compensation Act of Colorado and employees who comply with this Order:*

1. Will all employees be fully covered should they experience any adverse reaction to the vaccine, regardless of what facility is utilized for administration?
2. Will all employees be covered for any long-term side effects of the vaccine?
3. Will all employees be covered for any future vascular, heart, neurological damage, or any adverse health issues, including death due to this vaccine?
4. Will the City agree to a rebuttable presumption of coverage under the Worker's Compensation Act of Colorado if an employee experiences an adverse reaction to the COVID-19 vaccine within 14-days of it being administered?

We all believe dialogue is so important in dealing with such a mandate and we look forward to meeting with you and/or your representatives to discuss these issues. Given that employees have less than two weeks to submit a request for medical or religious exemption and/or begin the process to become fully vaccinated by September 30, it becomes necessary to demand a response on or before August 23, 2021.

**Denver Firefighters Local 858**



Dave Foster, President

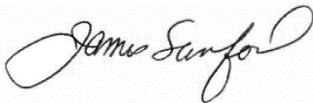
**Denver Police Protective Association**



Nick Rogers, President

**DSU/IUPA Local #380**

DENVER SHERIFF UNION/INTERNAL UNION OF POLICE ASSOCIATIONS



James Sanford, President

**ATU Local 1563**

THE AMALGAMATED TRANSIT UNION



John Quincy Adams, President/Business Agent

**Teamsters Local 17**



Ed Bagwell, President