



On a long enough timeline the survival rate for everyone drops to zero.

Behold Barack "Antoinette" Obama-Opinion

BY VBL

Oped by Maureen Dowd of the NYT

OBaMa BiRTHDaY VaRiANT...

BY WILLIAMBANZAI7

Slime once exposed has no refuge but in audacity.-- Tacitus

Full Fiat Foolery for 50 Years

BY JHANDERS

Observing mass inequity the full fiat Federal Reserve note regime has brought us, for now, five decades complete.

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Lawyers Expect Lawsuits As Employers Navigate "Touchy" Subject Of Religious Objections To Vaccines



BY TYLER DURDEN FRIDAY, AUG 13, 2021 - 07:30 PM

Now that the Biden Administration has

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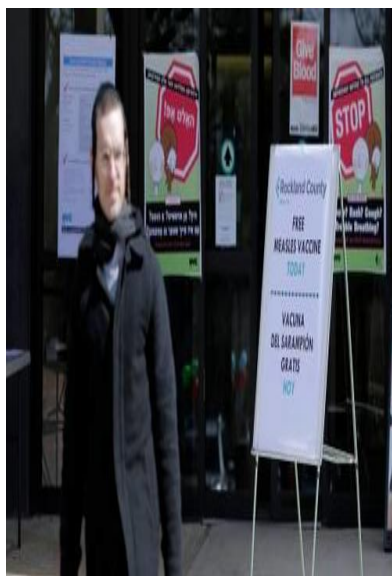
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 OF TWO MINDS
 OIL PRICE
 OPEN THE BOOKS
 PANDEMIC: WAR ROOM
 PETER SCHIFF

EXPAND

outsourced the responsibility for enforcing America's vaccine mandate to individual employers (who for millions of Americans control access to health-care, income, and a sense of self-worth), **legal experts expect companies to struggle with "touchy" subjects like workers with legitimate religious objections to vaccination, especially as workers increasingly demand to continue working from home.**

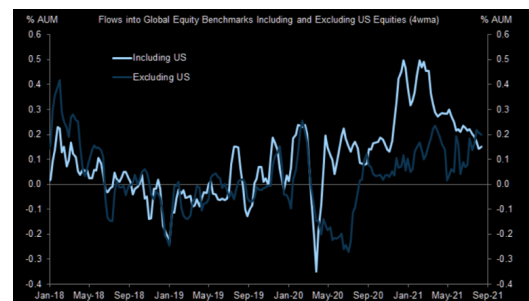


Recently, the band the Offspring made headlines when it announced that its drummer, who had decided not to get the vaccine for legitimate medical issues, wouldn't be joining the rest of the band during an upcoming tour. The drummer explained in a statement that he had

TODAY'S TOP STORIES +



THE RETURN OF THE BID...



Source: EPFR

Net flows into global equity funds picked up in the week ending August 11 (to +\$16bn from +\$5bn), primarily on strong flows into global benchmarks and US

2 days ago at 10:00

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Guillain Barre syndrome when he was a child, and didn't want to risk trigger rare blood clots which are a documented side effect of the vaccine, making it unsuitable for certain high risk patients.

And has large tech companies like Google and Microsoft are joined by banks, airlines (or at least one airline), Tyson Foods and others, many managers are finding it difficult to navigate an area where Americans have traditionally enjoyed many liberties: their religious preferences.

Reuters reports that while the Equal Employment Opportunity Commission made an exemption in its vaccine rules for religious exemptions, it's likely this right too will be steamrolled in practice.

And given the obvious conflict, it's almost guaranteed that unlawful termination and discrimination lawsuits will emerge in the coming months as those who refuse to get the vaccine face every conceivable means of coercion.

As one lawyer put it, "it's a touchy subject."

"It's such a

**touchy subject
for both sides,"**
said Erin
McLaughlin, a
Buchanan
Ingersoll &
Rooney lawyer
who advises
large employers.

"This issue has
moved to the
forefront as we
see more and
more mandatory
vaccination
policies," she
said. She said
there had been
more regulator
guidance on
exemptions for
disabilities than
religious beliefs,
adding to the
challenge as
companies draft
vaccine policies.

In the past, US courts ruled
that veganism counted as a
religious belief so far as it
justified one nurse's
decision to refuse a flu shot,
which led to her termination
back in 2010.

Cincinnati
Children's
Hospital
Medical Center
fired customer
service

representative
Sakile Chenzira
in 2010 for
refusing a flu
vaccine
because she
was a vegan.
Chenzira sued
and the hospital
wanted the case
dismissed,
arguing she was
mistaking a
dietary habit for
a religious
belief. The
federal judge
ruled in her
favor based on
the sincerity of
her views. The
parties settled
privately.

**"As an
employer, you
can inquire
whether an
employee has a
sincerely held
religious belief.
It's just kind of
a fraught
investigation,"**
said Brian Dean
Abramson, an
author and
specialist in
vaccine law.

But the vegan loophole
likely won't be tolerated this
time around, despite the

EEOC's broad definition of religion.

The standard of "undue burden" means businesses must accommodate religious beliefs unless it poses an "undue burden", either financially or in terms of safety.

In other words, those who refuse the vaccine will need to submit to weekly testing and constant masking. Should they fail to keep up with either, they could be at risk for termination.

Burgo said businesses should assume that employees seeking an exemption sincerely hold their beliefs. She said the bigger challenge can be accommodating **those exemptions which the employer can refuse if it results in an**

**"undue
burden" on
workplace
safety and
efficiency.**

Brett Horvath
**cited religious
beliefs when he
refused a
tetanus,
diphtheria, and
pertussis
vaccine in 2016
that was
required by the
City of Leander
Fire
Department in
Texas** where he
worked as a
driver and pump
operator.

The department
gave him a
choice. Instead
of being
vaccinated, he
could wear a
mask and
submit to
testing or switch
to a job in code
enforcement
with hours that
were less
convenient. He
refused and was
fired.

**He sued and
last year the
5th Circuit U.S.**

Court of Appeals upheld the dismissal, finding the face mask requirement accommodated his religion while allowing him to perform his job.

Employees who push to work from home to better accommodate their situation will simply force a reluctant employer to come up with a reason why the employees' presence at the office is essential.

But employees may also demand to work from home, **creating a challenge for reluctant employers to explain why mandatory in-person attendance is essential after months of remote work.**

"There will be a few employers who get it wrong before we get through the process to

get pretty good established guidance on how to handle this, especially with vaccines," said McLaughlin, the lawyer for large employers.

As more cities follow NYC's lead of requiring proof of vaccination to dine in restaurants and go to the gym, **those with religious exemptions to the vaccine shouldn't expect any special treatment, *which is of course by design.***

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