

August 19, 2021
UT-AAUP Newsletter

Flu Shots

All UT students are required to have the flu vaccine by December 1, 2021 for academic year 2021-2022.

It is the first time UT has required students to take the flu vaccine. Because many students do not take vaccines including flu shots, this new requirement could have a negative impact on enrollment if it is enforced. The December 1 deadline means that it will likely impact the Spring enrollment more than the Fall. The question is whether or not the Postel Administration can or will enforce flu shots for students.

This could possibly be a warm-up for requiring students to take the COVID vaccine, Other universities are requiring students to be vaccinated for COVID. Indiana University students recently took the issue to the U.S. Supreme Court which declined to hear the case.

UT employees are also being required to take flu shots under a new UT Policy 3364-5-16 up for review. In an earlier UT-AAUP newsletter dated July 30, 2021, the UT-AAUP Executive Board encouraged faculty to post comments.

Our UT-AAUP legal counsel has subsequently advised that the proposed flu vaccination policy cannot be imposed on faculty without bargaining because it is a change in terms and conditions of employment. In any case, the wording of the policy appears to exclude our UT-AAUP faculty union members.

The proposed policy scope reads “annual influenza vaccination is a requirement for all University of Toledo employees except to the extent they are specifically governed by a separate agreement or University policy.”

The scope of this proposed policy does not apply to non-represented employees meaning the members of the various employee unions including the UT-AAUP cannot be required to take the influenza vaccination.

Faculty are still encouraged to post comments on the policy.

UT-AAUP Executive Board