

From: [Nellie Afshar](#)
To: [Dave Chokshi](#)
Subject: RE: Urgent Need for Help--UFT Accommodation Process
Date: Wednesday, September 22, 2021 10:25:11 AM
Attachments: [Memo_09 21 21 Final.pdf](#)

Final version for your awareness. No changes from what you saw last.

From: Dave Chokshi <dchokshi@health.nyc.gov>
Sent: Wednesday, September 22, 2021 8:13 AM
To: Nellie Afshar <nafshar@health.nyc.gov>
Subject: Re: Urgent Need for Help--UFT Accommodation Process

Thanks—looks good

On Sep 21, 2021, at 10:19 PM, Nellie Afshar <nafshar@health.nyc.gov> wrote:

Here is latest version of the memo – includes addition of the list of meds and animal products.

For awareness, we have not been able to verify the list of meds, I asked Jackie if she can track it down w Jay.

From: Dave Chokshi <dchokshi@health.nyc.gov>
Sent: Tuesday, September 21, 2021 8:04 PM
To: Nellie Afshar <nafshar@health.nyc.gov>
Subject: Re: Urgent Need for Help--UFT Accommodation Process

Thank you!!

Dave A. Chokshi, MD MSc

Commissioner

NYC Department of Health and Mental Hygiene

347-396-4133

From: Nellie Afshar <nafshar@health.nyc.gov>
Sent: Tuesday, September 21, 2021 8:03 PM
To: Dave Chokshi <dchokshi@health.nyc.gov>
Subject: RE: Urgent Need for Help--UFT Accommodation Process

Yes I'm making those revisions now, and also adding line about Tylenol, advil, etc

Thank you!

From: Dave Chokshi <dchokshi@health.nyc.gov>
Sent: Tuesday, September 21, 2021 8:02 PM
To: Nellie Afshar <nafshar@health.nyc.gov>
Subject: Re: Urgent Need for Help--UFT Accommodation Process

Nellie, this looks fine to me and no issues with it coming from me. We had to remove the section about pork and animal products? Seemed they wanted it specifically.

Also happened to notice that 'fetal' is misspelled as 'feral' in one place.

Dave A. Chokshi, MD MSc

Commissioner

NYC Department of Health and Mental Hygiene

347-396-4133

From: Nellie Afshar <nafshar@health.nyc.gov>
Sent: Tuesday, September 21, 2021 7:18 PM
To: Dave Chokshi <dchokshi@health.nyc.gov>
Subject: RE: Urgent Need for Help--UFT Accommodation Process

Commissioner – we’re still refining this but here is the current version in case you can review in parallel. On our side – Jane, Celia, Jen Rosen, and PIO reviewed. Let me know if any issues w this coming from you.

From: Bray, Jackie <JBray@cityhall.nyc.gov>
Sent: Tuesday, September 21, 2021 5:15 PM
To: Nellie Afshar <nafshar@health.nyc.gov>; Dave Chokshi <dchokshi@health.nyc.gov>; Celia Quinn Md <cquinnmd@health.nyc.gov>; Jane Zucker <jzucker@health.nyc.gov>; Rebecca Giglio <rgiglio@health.nyc.gov>
Cc: 'Anne Mabus' <mabusa@nychhc.org>
Subject: RE: Urgent Need for Help--UFT Accommodation Process

Here is the latest draft from OLR who reformatted some.

Happy to merge the edits if useful once I have yours.

Jackie Bray

Pronouns: she/her/hers

Deputy Executive Director
NYC COVID-19 Test & Trace Corps
jbray@cityhall.nyc.gov
Cell: 347-453-3697

From: Nellie Afshar <nafshar@health.nyc.gov>
Sent: Tuesday, September 21, 2021 4:49 PM
To: Bray, Jackie <JBray@cityhall.nyc.gov>; Chokshi, Dave (DOHMH) <dchokshi@health.nyc.gov>; Celia Quinn Md <cquinnmd@health.nyc.gov>; Jane Zucker <jzucker@health.nyc.gov>; Rebecca Giglio <rgiglio@health.nyc.gov>
Cc: 'Anne Mabus' <mabusa@nychhc.org>
Subject: RE: Urgent Need for Help--UFT Accommodation Process

We have edits and I will send your way Jackie

From: Bray, Jackie <JBray@cityhall.nyc.gov>
Sent: Tuesday, September 21, 2021 4:46 PM
To: Dave Chokshi <dchokshi@health.nyc.gov>; Celia Quinn Md <cquinnmd@health.nyc.gov>; Jane Zucker <jzucker@health.nyc.gov>; Nellie Afshar <nafshar@health.nyc.gov>; Rebecca Giglio <rgiglio@health.nyc.gov>
Cc: 'Anne Mabus' <mabusa@nychhc.org>
Subject: FW: Urgent Need for Help--UFT Accommodation Process

Thoughts? Can we close this out?

Jackie Bray
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From: Bray, Jackie
Sent: Tuesday, September 21, 2021 4:46 PM
To: Varma, Jay <JVarma@cityhall.nyc.gov>; Steve Banks (OLR) <sbanks@olr.nyc.gov>
Cc: Thamkittikasem, Jeff <JThamkittikasem@cityhall.nyc.gov>; Champion, Renee (OLR) <rcampion@olr.nyc.gov>; Siciliano Lauren <LSiciliano2@schools.nyc.gov>; 'Anne Mabus' <mabusa@nychhc.org>; Chokshi, Dave (DOHMH) <dchokshi@health.nyc.gov>; Afshar, Nellie (Health) <nafshar@health.nyc.gov>; 'Jane Zucker' <jzucker@health.nyc.gov>; 'Celia Quinn Md' <cquinnmd@health.nyc.gov>
Subject: RE: Urgent Need for Help--UFT Accommodation Process

OK I've added a line about pork, beef, and animal products. DOHMH needs to confirm if the line is accurate.

COH and team – we need your approval on this memo and then we need guidance from you on who at the DOHMH would sign it. I think it should go from dOHHM to OLR officialu once you are comfortable with it. We are moving fast here on negotiations and hearings on exemptions so wanting to wrap this up today.

Thank you!

Jackie Bray

Pronouns: she/her/hers

Deputy Executive Director

NYC COVID-19 Test & Trace Corps

jbray@cityhall.nyc.gov

Cell: 347-453-3697

From: Bray, Jackie

Sent: Tuesday, September 21, 2021 2:00 PM

To: Varma, Jay <JVarma@cityhall.nyc.gov>; Steve Banks (OLR) <sbanks@olr.nyc.gov>

Cc: Thamkittikasem, Jeff <JThamkittikasem@cityhall.nyc.gov>; Campion, Renee (OLR) <rcampion@olr.nyc.gov>; Siciliano Lauren <LSiciliano2@schools.nyc.gov>; Anne Mabus <mabusa@nychhc.org>; Chokshi, Dave (DOHMH) <dchokshi@health.nyc.gov>; Afshar, Nellie (Health) <nafshar@health.nyc.gov>; Jane Zucker <jzucker@health.nyc.gov>; 'Celia Quinn Md' <cquinnmd@health.nyc.gov>

Subject: RE: Urgent Need for Help--UFT Accommodation Process

+Celia too.

Jackie Bray

Pronouns: she/her/hers

Deputy Executive Director

NYC COVID-19 Test & Trace Corps

jbray@cityhall.nyc.gov

Cell: 347-453-3697

From: Varma, Jay <JVarma@cityhall.nyc.gov>

Sent: Tuesday, September 21, 2021 1:58 PM

To: Bray, Jackie <JBray@cityhall.nyc.gov>; Steve Banks (OLR) <sbanks@olr.nyc.gov>

Cc: Thamkittikasem, Jeff <JThamkittikasem@cityhall.nyc.gov>; Campion, Renee (OLR) <rcampion@olr.nyc.gov>; Siciliano Lauren <LSiciliano2@schools.nyc.gov>; Anne Mabus <mabusa@nychhc.org>; Chokshi, Dave (DOHMH) <dchokshi@health.nyc.gov>; Afshar, Nellie (Health) <nafshar@health.nyc.gov>; Jane Zucker <jzucker@health.nyc.gov>

Subject: Re: Urgent Need for Help--UFT Accommodation Process

Memo ok with me.

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From: Bray, Jackie <JBray@cityhall.nyc.gov>
Sent: Tuesday, September 21, 2021 1:56:53 PM
To: Steve Banks (OLR) <sbanks@olr.nyc.gov>
Cc: Thamkittikasem, Jeff <JThamkittikasem@cityhall.nyc.gov>; Campion, Renee (OLR) <rcampion@olr.nyc.gov>; Siciliano Lauren <LSiciliano2@schools.nyc.gov>; Anne Mabus <mabusa@nychhc.org>; Chokshi, Dave (DOHMH) <dchokshi@health.nyc.gov>; Varma, Jay <JVarma@cityhall.nyc.gov>; Afshar, Nellie (Health) <nafshar@health.nyc.gov>; Jane Zucker <jzucker@health.nyc.gov>
Subject: RE: Urgent Need for Help--UFT Accommodation Process

++adding MDs.

Attached is a memo Annie drafted. Obviously need Dave, Jane, and Jay to review and then need to know from OLR whether this works.

Jackie Bray
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Deputy Executive Director
NYC COVID-19 Test & Trace Corps
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Cell: 347-453-3697

From: Steve Banks (OLR) <sbanks@olr.nyc.gov>
Sent: Monday, September 20, 2021 10:08 PM
To: Bray, Jackie <JBray@cityhall.nyc.gov>
Cc: Thamkittikasem, Jeff <JThamkittikasem@cityhall.nyc.gov>; Campion, Renee (OLR) <rcampion@olr.nyc.gov>; Siciliano Lauren <LSiciliano2@schools.nyc.gov>
Subject: Re: Urgent Need for Help--UFT Accommodation Process

+Lauren for awareness and to see if an example or 2 can be provided by the DOE

The first page of the North Dakota document is a little bit more neutral than I was thinking. But the second and third page get to the point. We can go further and make an argument about how even if someone is concerned about fetal cells it should not prevent them from being vaccinated.

Yes the list is good. Because to the extent there are hearings in these cases, the employees can be asked about whether they use or have used those medications.

And yes to a little more time, there is no definitive time limit but I said I'd get the UFT something tomorrow and the idea is that hearings are going to start on Wednesday. If it's later in the afternoon I'm sure that's ok.

On Sep 20, 2021, at 9:56 PM, Bray, Jackie <JBray@cityhall.nyc.gov> wrote:

OK. Need you to weigh in on three things:

1. Here's a memo from the North Dakota Department of Health. If we created something similar is that what you need? [COVID-19 Vaccine Fetal Cell Handout.pdf](#)
2. The MDs were also batting around the idea of making someone attest to rejecting all the medications on this list and look for proof that they have rejected all of these "sincerely" for some time: <https://www.patheos.com/blogs/throughcatholicism-tested-on-hek-293-is-immoral-goodbye-modern-medicine/>
3. Can you send me some of the letters? Are there phrases that appear in many of them?

And finally, we clearly have very good material here and we also want to give you the best product we can because this will absolutely be subject to litigation and will go far. Is there a way to buy us more than 12 hours overnight?

Thanks,
Jackie

Jackie Bray
Pronouns: she/her/hers
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NYC COVID-19 Test & Trace Corps
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Cell: 347-453-3697

From: Steve Banks (OLR) <sbanks@olr.nyc.gov>
Sent: Monday, September 20, 2021 9:50 PM
To: Bray, Jackie <JBray@cityhall.nyc.gov>
Cc: Thamkittikasem, Jeff <JThamkittikasem@cityhall.nyc.gov>; Campion, Renee (OLR) <rcampion@olr.nyc.gov>
Subject: Re: Urgent Need for Help--UFT Accommodation Process

Yep. Thanks much

On Sep 20, 2021, at 9:07 PM, Bray, Jackie
<JBray@cityhall.nyc.gov> wrote:

OK. Yes. We can get you something and have a shell of something to use from LA County.

Might take till noon or 1pm. that OK?

Jackie Bray

Pronouns: she/her/hers

Deputy Executive Director

NYC COVID-19 Test & Trace Corps

jbray@cityhall.nyc.gov

Cell: 347-453-3697

From: Bray, Jackie

Sent: Monday, September 20, 2021 8:27 PM

To: Steve Banks (OLR) <sbanks@olr.nyc.gov>

Cc: Thamkittikasem, Jeff

<JThamkittikasem@cityhall.nyc.gov>; Campion, Renee (OLR)

<rcampion@olr.nyc.gov>

Subject: Re: Urgent Need for Help--UFT Accommodation Process

I have no clue if we can pull this together because this is a “new one” but I will absolutely try. Will circle back later tonight with an update.

Sent from my iPhone

On Sep 20, 2021, at 8:22 PM, Steve Banks (OLR) <sbanks@olr.nyc.gov> wrote:

Now that the UFT exemption requests have been coming in for several days and the cases have been reviewed at the DOE, it turns out that upwards of 2/3 of the exemption requests are religious not medical. But there is a medical aspect to the religious requests that I could use some help on. Many of the religious claims cite that fetal tissue and/or certain animal products were used in the research, development, and/or actual formula for the COVID vaccines.

Since many of these cases are going to labor arbitrators, there is a need for factual

information for the arbitrators to reference. It would be very very helpful if we could get a document signed off on by a City Doctor that essentially makes the argument as to why this is BS. The purpose of the document would be for the arbitrators to reference, and I would vet it with the UFT first. So I'm looking for basically a point by point analysis of why the potential claims that taking this would violate the rights of someone who religiously opposes abortion and/or consumption of certain animals is not consistent with the science of the virus. In some areas, there may be a distinction between the 3 brands of vaccine and I think as long as one is available the claim should also be denied.

Is this something you guys could pull together by late morning tomorrow?

Thanks,

Steven Banks
First Deputy Commissioner & General Counsel
NYC Office of Labor Relations
22 Cortlandt Street, 14th Floor
New York, NY 10007
(212) 306-7238

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