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House of Representatives State of Tennessee

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NASHVILLE

November 15, 2021

Dear Medical Services Providers,

To protect Tennessee Hospitals from potential loss of funding that may result from the failure to grant medical and religious exemptions to employees for the COVID-19 vaccine, the undersigned members of the Tennessee General Assembly would like to bring to your attention the following rule. Under the Centers for Medicare & Medicaid Services (CMS) Rules, page 42 states the following:

“In implementing the COVID-19 vaccination policies and procedures required by the IFC, however, employers must comply with applicable Federal anti-discrimination laws and civil rights protections. Applicable laws include: (1) the Americans with Disabilities Act (ADA); (2) Section 504 of the Rehabilitation Act (RA); (3) Title VII of the Civil Rights Act of 1964; (4) the Pregnancy Discrimination Act; and (5) the Genetic Information Nondiscrimination Act.149 In addition, other Federal laws may provide employees with additional protections.”

It is imperative for the hospitals of Tennessee to prevent potential loss of funding and resources that are crucial for proper patient care. Failure to recognize and comply with the laws outlined on page 42 of the CMS rules will result in a possible loss of funding to medical providers. To avoid potential loss of resources, we advise that all medical and religious exemptions regarding the current vaccine mandates set forth by your institution be granted without discrimination.

Regards,

A handwritten signature in black ink, appearing to read "Scott Cepicky".

State Representative Scott Cepicky
House District 64

SC: jw

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cc: Tennessee Hospital Association
Tennessee Center for Assisted Living
Tennessee Health Care Association