

EXHIBIT F



United Federation of Teachers
A Union of Professionals

April 21, 2022

Liz Vladeck
General Counsel
New York City Department of Education
52 Chambers Street
New York, NY 10007

Re: Unproven Fraudulent Vaccination Allegations

Dear Ms. Vladeck:

It has come to the attention of the United Federation of the Teachers (“UFT”) that on or about April 19, 2022, the New York City Department of Education (“DOE”) informed certain UFT-represented members that they would be placed on unpaid leave with benefits effective April 25, 2022, based on unproven allegations that their proof of COVID-19 vaccination was fraudulent. Some of these individuals responded to DOEVaccineCompliance@schools.nyc.gov to state they were sent the notice in error, but they have not received a response. As expounded on below, it is wholly improper for the DOE to unilaterally remove UFT members from the payroll based on mere conjecture that vaccination documentation is fraudulent. The DOE must comply with the compulsory due process procedures before depriving UFT members of their livelihood.

Taking any adverse employment action against UFT-represented members without any pre-deprivation process is a clear violation of the basic notion of due process. It is the UFT’s understanding that those receiving the notice include tenured pedagogues, staff with just cause and contractual protections, and probationary employees covered by the Education Law and collectively-bargained procedures. Given that these individuals have preexisting constitutional, statutory, and contractual procedures, the DOE is compelled to follow these procedures when pursuing allegations of misconduct, which may very well be unfounded and lack any cause for a loss of pay. For instance, the DOE is well aware that it cannot unilaterally remove a tenured teacher from the payroll to address an allegation of fraud; rather, the DOE must comply with the due process procedures set forth in Education Law § 3020-a as modified by the collective bargaining agreement, including the right to a hearing before any unpaid status can be effectuated.

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The UFT demands that the DOE immediately rescind the aforementioned notices and confirm by the close of business April 22, 2022 that the affected UFT bargaining unit members will remain on the payroll on April 25, 2022 and thereafter. Should the DOE fail to comply with this demand and the due process procedures, the UFT is prepared to initiate litigation to challenge the DOE's improper actions.

We anticipate your prompt compliance with the law and contracts. Thank you.

Sincerely,

Beth A. Norton
General Counsel
United Federation of Teachers