



UTAH STATE LEGISLATURE

STATE CAPITOL • SALT LAKE CITY, UTAH 84114

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September 16, 2021

Governor Cox,

Last week, President Biden instructed the Department of Labor to require all businesses with more than 100 employees to either mandate COVID-19 vaccinations for their employees or show a negative test at least once a week. The President's unilateral decision to mandate vaccinations on private entities is unprecedented and unacceptable. Not only does this move run contrary to his previous promises, but this declaration—without any legislative authorization—violates the principles and processes that are the bedrock of good government.

These new standards will be enforced through the Occupational Safety and Health Administration (OSHA), marking a significant expansion in the agency's role. While a private business may choose to require vaccinations or testing for its employees, the government requiring businesses to take those steps is textbook overreach.

We do not support accepting these new OSHA mandates. However, we are committed and more than willing to work with you, the Utah Labor Commission, members of your staff, and the Attorney General to implement alternate policies to encourage vaccinations while protecting the ideals of limited government. We have asked our legal counsel to develop potential policy options, which we would be happy to discuss.

We want to reaffirm our continued support for the vaccination effort. Vaccines have proven to be the most effective measure to reduce the strain on our hospitals and save lives. However, requiring employers to force these decisions upon their employees is not the proper role of government and should not become the new precedent.

Respectfully,

A handwritten signature in black ink, appearing to read "J. Adams".

President J. Stuart Adams
Utah Senate

A handwritten signature in black ink, appearing to read "Brad Wilson".

Speaker Brad Wilson
Utah House of Representatives

CC: Deidre M. Henderson, Lieutenant Governor — State of Utah
Sean D. Reyes, Attorney General — State of Utah