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07/29/22 • COVID › NEWS

## \$10.3 Million Settlement Reached in First COVID Vaccine Mandate Class Action Suit Involving Healthcare Workers

Chicago's NorthShore University HealthSystem today agreed to a \$10.3 million settlement in the nation's first classwide lawsuit for healthcare workers over a COVID-19 vaccine mandate.

By Liberty Counsel

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Today, Liberty Counsel settled the nation's first classwide lawsuit for healthcare workers over a COVID shot mandate, for more than \$10.3 million.

The class action settlement against NorthShore University HealthSystem is on behalf of more than 500 current and former healthcare workers who were unlawfully discriminated against and denied religious exemptions from the COVID shot mandate.

The agreed-upon settlement was [filed](#) today in the federal Northern District Court of Illinois.

As a result of the settlement, NorthShore will pay \$10,337,500 to compensate these healthcare employees who were victims of religious discrimination, and who were punished for their religious beliefs against taking an injection associated with aborted [fetal cells](#).

This is a historic, first-of-its-kind class action settlement against a private employer who unlawfully denied hundreds of religious exemption requests to [COVID-19](#) shots.

The settlement must be approved by the federal District Court.

Employees of NorthShore who were denied religious exemptions will receive notice of the settlement, and will have an opportunity to comment, object, request to opt out or submit a claim form for payment out of the settlement fund, all in accordance with deadlines that will be set by the court.

As part of the settlement agreement, NorthShore will also change its unlawful "no religious accommodations" policy to make it consistent with the law, and to provide religious accommodations in every position across its numerous facilities.

No position in any NorthShore facility will be considered off limits to unvaccinated employees with approved religious exemptions.

In addition, employees who were terminated because of their religious refusal of the COVID shots will be eligible for rehire if they apply within 90 days of the final settlement approved by the court, and they will retain their previous seniority level.

The amount of individual payments from the settlement fund will depend on how many valid and timely claim forms are submitted during the claims process.

If the settlement is approved by the court and all or nearly all of the affected employees file valid and timely claims, it is estimated that employees who were terminated or resigned because of their religious refusal of a COVID shot will receive approximately \$25,000 each, and employees who were forced to accept a COVID shot against their religious beliefs to keep their jobs will receive approximately \$3,000 each.

The 13 healthcare workers who are lead plaintiffs in the lawsuit will receive an additional approximate payment of \$20,000 each for their important role in bringing this lawsuit and representing the class of NorthShore healthcare workers.

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Liberty Counsel will receive 20% of the settlement sum, which equals \$2,061,500, as payment for the significant attorney's fees and costs it has required to undertake to sue NorthShore and hold it accountable for its actions. This amount is far less than the typical 33% usually requested by attorneys in class action litigation.

In October 2021, Liberty Counsel sent a demand letter to NorthShore on behalf of numerous healthcare workers who had sincere religious objections to NorthShore's "Mandatory COVID-19 Vaccination Policy."

If NorthShore had agreed then to follow the law and grant religious exemptions, the matter would have been quickly resolved and it would have cost it nothing.

But, when NorthShore refused to follow the law, and instead denied all religious exemption and accommodation requests for employees working in its facilities, Liberty Counsel filed a class action lawsuit, along with a motion for a temporary restraining order and injunction.

Liberty Counsel Vice President of Legal Affairs and Chief Litigation Counsel Horatio G. Mihet said:

"We are very pleased with the historic, \$10 million settlement achieved in our class action lawsuit against NorthShore University HealthSystem.

"The drastic policy change and substantial monetary relief required by the settlement will bring a strong measure of justice to NorthShore's employees who were callously forced to choose between their conscience and their jobs.

"This settlement should also serve as a strong warning to employers across the nation that they cannot refuse to accommodate those with sincere religious objections to forced [vaccination mandates](#)."

Mat Staver, Founder and Chairman of Liberty Counsel said:

"This classwide settlement providing compensation and the opportunity to return to work is the first of its kind in the nation involving COVID shot mandates. This settlement should be a wake-up call to every employer that did not accommodate or exempt employees who opposed the COVID shots for religious reasons.

"Let this case be a warning to employers that violated Title VII. It is especially significant and gratifying that this first classwide COVID settlement protects health care workers. [Health care workers](#) are heroes who daily give their lives to protect and treat their patients. They are needed now more than ever."

*Originally published by [Liberty Counsel](#).*

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### Liberty Counsel

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**Joanne** • 12 days ago

Another card in the house falls... how soon before they all tumble? Not soon enough and for some, too late.

25 | • Reply • Share ›



**ColonelGadsden** → **Joanne** • 12 days ago

It's all too little too late.

Maybe lays groundwork for the next time round.

5 | • Reply • Share ›



**BH387** • 12 days ago

It's a step in the right direction, but real progress can only be achieved when Nuremberg Code and scientific objections are honored without question.

20 | • Reply • Share ›



**Spirit Traveller** → **BH387** • 12 days ago



Agree 100%; anything less proves that the law of the land is not on the mind of these money-hungry facilities. Patients Bill of Rights means nothing to them; profits before people. The day will come when people return to the ancient ways of healing themselves.

8 ^ | v · Reply · Share ›



**tag** → Spirit Traveller · 12 days ago

For me, those days have been here for 30 years.

4 ^ | v 1 · Reply · Share ›



**Binky** → BH387 · 12 days ago

Absolutely right.

2 ^ | v · Reply · Share ›



**TRexLives** · 12 days ago

Big step in the right direction---in the direction of justice for those discriminated against by overbearing employers and governments. Nothing can set everything back rightly, including the loss of income, but I still hope to see more such wins. THIS IS HOW IT'S DONE. YOU DON'T JUST LINE UP FOR EXPERIMENTAL SHOTS AS A GUINEA PIG WITHOUT INFORMED, COMPLETE CONSENT. CONSENT UNTAINTED BY BLACKMAIL, COERCION, FORCE, HARASSMENT OR PERSISTENT PEER PRESSURE. And our religious rights must be respected!

17 ^ | v · Reply · Share ›



**Carlos Perdue, Restless Native** · 12 days ago · edited

A lot better than nothing, especially rehiring, and I'm sure they did the best they could, but \$25k for being wrongfully fired, and worse, \$3k for being forced to get injected to save your job against your will, is a **TOTAL JOKE**.

And what does "eligible" for rehire mean? Do they have to rehire them or not? Anyone? Anyone? Bueller?

16 ^ | v · Reply · Share ›



**Patricia P. Tursi** → Carlos Perdue, Restless Native · 12 days ago

True, but the most important part of the decision is not the money but the legal precedent and the encouragement it gives others in their arguments for exemptions and the fight for medical freedom. My thanks to litigants and the legal reps. I am 86 and do not use allopathic treatments.

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