

Health Care Workers Settle COVID Shot Mandate for \$10.3 Million

By [Liberty Counsel](#)

Global Research, August 01, 2022

[Liberty Counsel](#) 29 July 2022

Region: [USA](#)

Theme: [Law and Justice](#)

All Global Research articles can be read in 51 languages by activating the “Translate Website” drop down menu on the top banner of our home page (Desktop version).

To receive Global Research’s Daily Newsletter (selected articles), [click here](#).

Follow us on [Instagram](#) and [Twitter](#) and subscribe to our [Telegram Channel](#). Feel free to repost and share widely Global Research articles.

Today, Liberty Counsel settled the nation’s first classwide lawsuit for health care 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 health care 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 health care 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 final settlement approval 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 health care 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 health care workers.

Liberty Counsel will receive 20 percent 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 percent usually requested by attorneys in class action litigation.

In October 2021, Liberty Counsel sent a demand letter to NorthShore on behalf of numerous health care 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."

*

Note to readers: Please click the share buttons above or below. Follow us on Instagram and

Twitter and subscribe to our Telegram Channel. Feel free to repost and share widely Global Research articles.

Featured image is from Children's Health Defense

The original source of this article is [Liberty Counsel](#)
Copyright © [Liberty Counsel](#), [Liberty Counsel](#), 2022

[Comment on Global Research Articles on our Facebook page](#)

[Become a Member of Global Research](#)

Articles by: [Liberty Counsel](#)

Disclaimer: The contents of this article are of sole responsibility of the author(s). The Centre for Research on Globalization will not be responsible for any inaccurate or incorrect statement in this article. The Centre of Research on Globalization grants permission to cross-post Global Research articles on community internet sites as long the source and copyright are acknowledged together with a hyperlink to the original Global Research article. For publication of Global Research articles in print or other forms including commercial internet sites, contact: publications@globalresearch.ca

www.globalresearch.ca contains copyrighted material the use of which has not always been specifically authorized by the copyright owner. We are making such material available to our readers under the provisions of "fair use" in an effort to advance a better understanding of political, economic and social issues. The material on this site is distributed without profit to those who have expressed a prior interest in receiving it for research and educational purposes. If you wish to use copyrighted material for purposes other than "fair use" you must request permission from the copyright owner.

For media inquiries: publications@globalresearch.ca