



NEWS RELEASE

FOR IMMEDIATE RELEASE
October 22, 2021

Bell Textron Workers Fight Against Vax Mandate

FORT WORTH, Texas – Hundreds of employees of Bell Helicopter/Bell Textron are fighting for their personal freedoms as a result of their employer's decision to implement draconian policies to enforce a company-wide mandate that all employees receive a COVID-19 vaccination or face termination in December.

These employees retained Warren Norred of Norred Law to represent them, who issued a demand letter this afternoon to Bell Textron. The letter asks Bell to recognize that its vaccine policy and their methods of enforcing it constitute violations of federal law. The letter also asks Bell leadership to address the unequal and unreasonable burden it places on employees seeking religious exemptions.

Norred asks Bell to extend the December 8th deadline to give its employees more time to navigate the exemption process. He also asks that the exemption process be amended to preserve employee privacy and conform to federal law.

Bell Textron's exemption procedures represent not a good-faith effort to provide reasonable accommodation but a penalizing process to those seeking an exemption. To avoid extending reasonable accommodations to employees whose medical or religious beliefs prevent them from being vaccinated, Bell is employing an inquisitorial process making the exemption process absurdly difficult and invasive.

Employees seeking an exemption on religious grounds are asked detailed questions and to identify their spiritual leaders, a condition wholly indefensible.

Bell also provides a process for seeking exemption from the COVID-19 vaccine on a medical basis which is inexcusably invasive. Employees are required to disclose details about their medical history and provide testimony from their physicians.

Even after meeting all of the above requirements, employees are being told to expect a denial of their application for exemption.

Norred has asked Bell Textron for a response no later than November 1, 2021.

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