



UAB MEDICINE or UAB CAMPUS FACULTY, EMPLOYEES, STUDENTS, VENDORS,  
TRAINEES OR VOLUNTEERS:

**CONTACT YOUR ATTORNEY BEFORE YOU PROVIDE COVID-19 VACCINE STATUS  
OR FILE AN EXEMPTION REQUEST**

You can contact Liberty Counsel [here](#) for legal assistance on religious exemption requests. For local representation contact us [here](#).

UAB IS IN DIRECT VIOLATION OF ALABAMA ACT 2021-493

**Under this Act, UAB may not mandate a vaccine because they cannot require anyone to publish or share their immunization records. UAB is not allowed to require anyone including faculty, students, vendors, trainees, or volunteers, to share their vaccination status.**

**If anyone asks you whether or not you are vaccinated, you may respectfully answer that is confidential information under Act 2021-493.**

- [Act 2021-493](#) 1(a) states that an Alabama state entity, including UAB, "...may not issue ...vaccine... documentation for the purpose of certifying the immunization status of an individual, or otherwise require the publication or sharing of immunization records or similar health information for an individual..."
- UAB issues a vaccine documentation card when employees receive the Covid-19 shot. The employees' vaccine status is stored in a database that was set up for the purpose of collecting Covid19 vaccine information and creating an employee database that is shared and accessed throughout the UAB system. The vaccine information is also stored in the Alabama State Vaccine Database. UAB employees were informed that the database will "... identify those who need specific advocacy, help arrange clinical coverage during vaccination and also ensure appropriate follow up with the second dose." **The Covid-19 Vaccine Card, the UAB Covid-19 Vaccination Reporting Database and the Alabama State Vaccine Database are all illegal under Act 2021-493.**
- UAB MAY ASK, BUT YOU DO NOT HAVE TO TELL THEM YOUR VACCINE STATUS. The UAB Covid-19 Vaccination Incentive Payment Application requires all faculty, employees, vendors, trainees, and volunteers of the UAB Health System and subsidiaries to get the Covid-19 vaccination. This application also links to the [UAB exemption process](#). Therefore, to either get the incentive, or to get the exemption request, you effectively provide them with your vaccine status. Since the process does not allow you to decline to answer any of the questions, the process itself is illegal on its face. See the [UAB Vaccine Policy here](#) and the [UAB Vaccine Policy FAQ here](#). **They may not legally accomplish the mandate by tricking you into providing your vaccine status.**

- ASCENSION/ST. VINCENT’S EMPLOYEES: BY EXTENSION, THIS PROHIBITION MAY ALSO APPLY TO YOU. This is a question that your attorney needs to answer.

UAB’s Covid-19 reporting requirements extend far beyond their own campuses or employees. The July 1, 2020 operational agreement authorized by the University of Alabama System Board of Trustees and Ascension Board of Directors created a strategic alliance between UAB Health and Ascension St. Vincent’s. (For a list of covered entities see: <https://uabstvalliance.org>) Ascension St. Vincent’s CEO, Jason Alexander, [announced to employees on July 27, 2020](#) that due to their strategic alliance and mutual agreement with UAB Health, Ascension St. Vincent’s would be making decisions and moving forward in concert with UAB Health regarding employee Covid-19 vaccination requirements. (More information on the alliance [here](#).)

- **No Covid-19 vaccine may be required to receive a government service or to enter a government building.** Act 2021-493 1(b) says that a state entity, which includes UAB, “... may not require an individual to receive an immunization or present documentation of an immunization as a condition for receiving any government service or for entry into a government building...” [AG Public Notice regarding Act 2021-943, July 26, 2021 states](#), “it prohibits state and local governmental entities from requiring vaccination as a condition for receiving government services or for entry into a government building.” **This provision applies specifically to vendors, students and volunteers, who are not employed by the state, but rather receiving services (such as an education) or requesting entry into the building (to volunteer or provide pharmaceuticals).**
- **STUDENTS:** Act 2021-493 1(c) specifically addresses institutions of education, both public and private. It limits condition of attendance on the specific vaccines required before January 1, 2021. **The AG Public Notice regarding Act 2021-943, July 26, 2021 states, (2021-493) “... prohibits institutions of education - both public and private - from requiring students to prove any new immunization status as a condition of attendance.” See also, [AG Public Notice, August 3, 2021](#).**
- Currently, students from institutions of higher education in the surrounding geographical area are being denied access to clinicals due to UAB Health and Ascension St. Vincent’s policies requiring documentation of vaccination for entry. [Several programs have announced](#) that it's possible students will be unable to complete their degrees at all if they remain unvaccinated as they will be unable to participate in clinicals at UAB Health and Ascension St. Vincent’s facilities. **These are clear violations of the Act and verified by the Attorney General’s Public Notice.**
- **NON-EMPLOYEES and PRIVATE BUSINESSES:** UAB is also demanding that all specialty and private vendors such as pharmaceutical sales representatives, lab workers, consulting services, materials management and device sales representatives provide proof of vaccination as a condition of entry into the building. **This is a clear violation of Act 2021-493, and the Attorney General’s Public Notice.**
- Attorney General Steve Marshall said, “No government, school, or business in Alabama may demand that a constituent, student, or customer respectively, **be vaccinated for Covid-19** or show proof of his or her vaccination for Cover -19.” [Public Notices, July 26, 2021](#)

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