

# Forced Vaccinations Get Worse - Louisiana Health System Now Requires Spouses of Employees to Get Vaccinated, or Pay a Non-Compliance Penalty for Vaxx Violations Every Pay Period

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*This is just getting beyond ridiculous now. Ochsner Health [[Website Here](#)] is a healthcare provider/system that delivers healthcare services to the people of Louisiana, Mississippi and the Gulf South. Ochsner Health is now requiring the spouses or domestic partners of all employees be vaccinated, or the employee will pay a \$100 per pay period penalty. ([Source Link](#))*

Good afternoon,

**You're receiving this email because you currently have a spouse or domestic partner as a dependent on your 2021 Ochsner benefits plan.** To ensure you have additional time to plan ahead for your 2022 benefits options, we're sharing one of the latest changes directly with you ahead of the materials that will be sent to you electronically and via Ochweb.

**New in 2022:** Ochsner is implementing a new **Spousal COVID Vaccine Fee** as part of its 2022 medical plan premiums. This means, if a spouse/domestic partner is covered by one of our medical plans in 2022 and unvaccinated against COVID-19, a \$100 per-pay-period fee will apply.

Similar to our employee vaccination requirement, this spousal COVID vaccine fee aims to protect our entire Ochsner team, which includes employees, their families and the communities we serve. As with any benefits plan, we want to ensure we're offering the most competitive, comprehensive plan with options for your situation. With COVID-19 greatly affecting the care we provide at our campuses and vaccination being the best solution to the pandemic, we want to lead the way as other healthcare organizations such as LCMC and Our Lady of the Lake are by asking spouses or domestic partners to be vaccinated as well.

**Here are some questions and answers to help as you and your household consider your benefits options for next year.** [Click here](#) to review these and additional FAQs about the spousal COVID vaccine fee.

- **How much is the spousal COVID vaccine fee?** The spousal COVID vaccine fee is a \$100 per-pay-period fee. This is in addition to your normal medical premiums. The fee applies if your spouse/domestic partner is covered by one of our medical plans and is unvaccinated against COVID-19. The fee will apply to 2022 medical premiums. The fee will be shown as a separate deduction on your paycheck.
- **Does this fee also apply to unvaccinated dependents who fall into the vaccinated age range (currently ages 12 and older)?** No. At this time, our focus is only on spouses/domestic partners covered by our medical plans.
- **What other conditions do we add a fee for spouses or partners?** The only other fee for spouses/domestic partners is the Spousal Access Fee, which is \$50 per pay period. The Spousal Access Fee is applied to the medical premium if an employee is covering a spouse/domestic partner who has access to health coverage through their employer.
- **How do employees verify their spouse/dependent partner's vaccine status?** We'll have a verification process where you'll be asked to upload documentation to confirm your spouse/domestic partner's vaccination status against COVID-19. Details on the vaccine verification process will be shared in Q4 2021. You will receive ample time to receive and upload documentation, but we wanted to communicate the vaccine fee now, so our employee families have time to make any necessary plans.

Please take a closer look at all of our 2022 Benefits Open Enrollment materials or click [here](#) to learn more on Ochweb as they're shared in the coming week and make the best decision for your current situation and your household. We want to continue to do what is safest for all of our Ochsner employees.

If you have questions, please email [MyHR@ochsner.org](mailto:MyHR@ochsner.org) or click [here](#) to review additional questions about the spousal COVID vaccine fee.

Ochsner Benefits Team

Hopefully some employee of Ochsner Health will file a lawsuit fast. The basis for the lawsuit could likely be framed around punitive employee punishment based on “marital status”, a clear violation of existing civil rights law. Why stop at spouses? Why not kids or other dependents? What about all other vaccines before COVID? Why now?

By current federal and most state statutes, no employer is legally permitted to discriminate against any employee based on marital status. A penalty against a spouse for non compliance with an employer vaccine mandate is a punitive action *only* against married persons. Find a court that will look at this as a violation of the discrimination clause, because it only targets married employees. Let’s see what happens.

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