

Unlawfully Discriminated Against Health Care Workers to Share \$10.3 Million Settlement

Approximately 500 current and former NorthShore University HealthSystem employees who were unlawfully discriminated against and denied religious exemptions from the COVID shot mandate will receive their portion of a \$10,337,500 settlement award within 30 days.

Liberty Counsel settled this historic, first-of-its-kind class action settlement against a private employer who unlawfully denied hundreds of religious exemption requests to COVID shots. As a result, NorthShore is paying \$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.

Federal Judge John F. Kness granted verbal approval for the settlement funds on Dec. 19, 2022 in Jane Doe 1, et al. v. Northshore University HealthSystem and final approval on Dec. 23.

Employees who were terminated because of their religious refusal of the COVID shots are eligible for rehire and they will retain their previous seniority level. In fact, many previously terminated employees already have been rehired, and others will continue to be reinstated at NorthShore.

 As a result of this settlement agreement, NorthShore has also changed 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 is considered off limits to unvaccinated employees with approved religious exemptions.

Liberty Counsel Founder and Chairman Mat Staver said, "Liberty Counsel is honored to defend these health care workers and help them receive compensation for being unlawfully discriminated against and denied religious exemptions from the COVID shot mandate. Many have already retained their previous positions from which they were terminated for standing for their religious beliefs. In addition, Northshore was forced to change its unlawful policy of denying religious exemptions. Now this should never happen again to any of their employees. This case should also set a precedent for other employers who have violated the law by denying religious exemptions for their employees."

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