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From: Liane Mayernik

Date: Thu, Aug 19, 2021 11:22 AM

To: Contact: Linda Mederia GROUP: K-LIN Ken'I;

Cc:

Subject:Vaccination

August 16, 2021

Subject: Mandatory COVID-19 Vaccination Policy

To all Phoebe Ministries staff and volunteers,

Our priority is the safety and health of our staff, residents, and visitors. As frontline workers, we recognize—and deeply value—your steadfast dedication in serving residents every day and, specifically, over the past 18 months. We are grateful for all you do, and we want to ensure that you can continue working in an environment in which you can thrive. As we all know too well, senior adults are especially vulnerable to illness from COVID-19, and we must advocate for and protect the health and well-being of this vulnerable population, just as we would our family, friends, and ourselves.

In support of that effort, Phoebe Ministries will require all staff and volunteers to be vaccinated against COVID-19 by October 15, 2021.

Guided by recommendations from the Centers for Disease Control and Prevention (CDC), we know community-wide immunization is a crucial next step to overcome the pandemic and to protect us all. Moreover, the vaccines are proven to be safe and effective,

providing significant protection against serious illness, hospitalization, and death.

Unvaccinated staff can receive the vaccine through your campus' Occupational Health office. Alternatively, you may receive the vaccine through your local, preferred pharmacy or any approved state authorized location. Any vaccine authorized for use in the U.S. (currently Johnson & Johnson, Moderna, and Pfizer) is available here at Phoebe, and acceptable if you chose to be vaccinated somewhere else.

The policy will recognize authorized medical and religious exemptions. If you would like to file a religious or medical exemption, please reach out to the Human Resources office for the applicable form. For current employees, the deadline to file for exemption is October 1, 2021. Your exemption will be formally reviewed by Phoebe, and a determination will be rendered. Newly-hired employees must submit their request to Human Resources in advance of beginning employment.

Proof of vaccination must be presented to Occupational Health by October 15, 2021. If you are not vaccinated or do not have authorized exemption by this date, you may be subject to discipline up to and including termination. Volunteers who do not meet these requirements will not be permitted to volunteer.

Please reach out to your Department Lead or Executive Director with any questions regarding this new policy. We will do all we can to address any questions or concerns you might have. Thank you, again, for your continued care and dedication to our residents and our community.

Scott R. Stevenson

Scott Stevenson
President and CEO