



Memorandum

To: UMRC and Porter Hills Residents, Team Members, Families and Visitors

From: Steve Fetyko, President and CEO

Date: October 21, 2021

Subject: Interim Communication on Federal Vaccine Requirements

At UMRC and Porter Hills, our people come first. We value every member of our communities, whether they live here, work here, or come in for visits.

We work hard to ensure the safety of our communities, particularly as we continue to work through the COVID-19 pandemic. From cleaning and sanitizing to routine monitoring, symptom screening, and the use of personal protective equipment, we are dedicated to ensuring the health and wellbeing of all.

With an emphasis on prevention, our communities are carefully following Federal, State and Local guidance and working to follow protocols that can keep all of us together and safe. In addition to infection control education, we have provided, and continue to provide, Covid-19 vaccine opportunities for all residents and team members, and continue to adhere to careful hand washing, social distancing, and staying home when ill.

Keeping consistent with clinical research and current scientific data showing the vaccine significantly lowers the risk of the infection and/or serious illness, we strongly encourage everyone in the UMRC & Porter Hills family to receive the vaccine. We also recognize and have seen that the vaccine alone does not stop the virus, but know it is a critical tool, along with strong infection control measures, in helping slow the spread of Covid 19.

It was recently announced that the Center of Medicare and Medicaid Services (CMS) will be mandating the vaccine for those working in most healthcare settings, which impacts our skilled nursing, home health and PACE locations. Additionally, the Occupational Safety and Health Administration (OSHA) announced they will be issuing vaccine requirements for any employer with over 100 employees, which impacts the rest of our organization.



Last week, CMS and OSHA forwarded their vaccine requirement recommendations to the White House Regulatory Office for review, and we expect final requirements to be forthcoming very soon.

Our position is to continue to strongly encourage vaccination and once those final rules are published, implement a UMRC-Porter Hills Covid-19 Vaccine Policy that is in alignment with the regulations. This policy may vary based on the business and operating needs of each service line. The policy and expectations will be communicated, once finalized.

We recognize there are a broad range of passionate views on vaccine requirements. Our experience in creating caring, diverse communities also suggests that differences in belief and opinion are to be respected. We respect all our residents and team members, and we believe strongly that part of living together in a community is respecting the views and beliefs of others, even when they run counter to our own.

We will continue to monitor this issue closely and will let you know as we continue to watch for information from the federal government. In the meantime, we are happy to answer any questions you may have, so please reach out to covidvax@umrc.com.