



What the Federal Vaccine Requirements Mean to Our Communities

To: All UMRC & Porter Hills Residents, Participants and Families
From: Steve Fetyko, CEO
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Last week, UMRC & Porter Hills received guidance from the federal government, informing us how its Jan. 4, 2022, vaccine requirements are to be implemented. Before we get into the details, however, we want to be clear about our priorities as we implement this guidance.

- Our top priority is the health and wellbeing of all—residents, participants, team members, families, and partners. Our commitment to care extends beyond mere medical safety, and includes the personal, social, and financial health of everyone in the UMRC & Porter Hills family. **We are all in this together.**
- Our clinical experience shows us the vaccine is key to keeping our communities safe from COVID-19, and we will continue to make it available for all team members, residents, and participants. However, we respect both people's individual beliefs and decisions, and the importance of being compliant with the federal mandate.
- Our team member's expertise, caring and incredible dedication to all safety protocols, along with our residents and participants embracing of all safety protocols, have gotten us to this point of the pandemic. We are dedicated to doing all we can to demonstrate how much we value you so that you continue to choose to be part of bringing our mission to life each day.

Basic Guidance

Pursuant to federal regulation from the federal Occupational Safety and Health Administration (OSHA) and the Centers for Medicare and Medicaid Services (CMS) that were issued on November 4, 2021, all team members must have received either their first dose of the Pfizer or Moderna vaccines, or the Johnson & Johnson single-dose vaccine on or before **December 5, 2021, and a second dose of Pfizer or Moderna vaccines by January 4, 2022.** Exemptions are possible for medical and closely held religious beliefs.

There is a testing in lieu of vaccine option for those who fall under the OSHA requirements. CMS requirements apply to team members who provide care and services in skilled nursing, PACE and home health or work directly to provide support services to team members, residents, or participants in those areas and does not provide for a testing option.

If an unvaccinated team member does not have an approved exemption or does not qualify to utilize the testing option, by **December 5th, 2021**, he or she will be unable to provide direct care or services to residents. Our human resources department will work to relocate the team member if possible.

We recognize there are legal challenges to these rules and will adjust our policies if any changes are made to the rules as published. The COVID-19 pandemic continues to pose difficult challenges for the entire UMRC & Porter Hills family. As we move through them together, we are aided by our trusting relationships, our organizational values, and our commitment to safety. In the weeks and months ahead, we will continue to prioritize these valuable assets in all that we do.