



Oneida Health
exceptional care... always

April 3, 2020

Dear Fellow Employee,

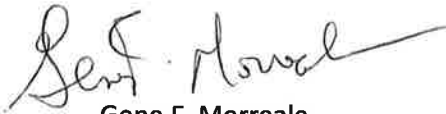
I have recently heard from the Governor's office that he is passing an Executive Order allowing the National Guard to enter Upstate NY Hospitals to secure ventilators and PPE. I will be attending a call shortly with the Governor to learn more about the process. He obviously is very concerned about the lack of ventilators and PPE downstate where the magnitude of the COVID-19 problem exists. We will do all we can to support this initiative while at the same time ensuring that we have sufficient PPE and ventilators remaining to be able to care for our community members as well as protect our staff.

Please note the following updates:

1. I have recently communicated a letter to the community outlining our organizations preparedness for the pandemic and what we have accomplished to date. If you have an opportunity to review it, please do. Feel free to share with your family and friends. I have attached a copy to this email for your reference.
2. We continue to develop our involuntary furlough response plan. This includes either reduction in hours for certain staff as well as the potential to be furloughed. Again, we hope this will be for a limited amount of time. The plan is to inform all individuals as soon as possible. For those whose hours will be reduced, communication will occur this afternoon or no later than Monday morning. For those individuals identified to be furloughed, a formal letter will be provided on Tuesday and the effective date will be next Wednesday, April 8. The actions are taken out of necessity and although difficult, the end result is that we will come out of this crisis with the ability to move forward in providing care to our community and restoring all jobs that we had in place prior to the pandemic.
3. We currently have 7 inpatients, 1 of which is positive for COVID and the 6 remain pending laboratory results. In our front circle yesterday, we tested 22 individuals. To date, we have tested over 200 individuals and 28 of those have come back positive. A number remain pending. As you may have read, Madison County has the highest Upstate NY rate for COVID positive patients per population than any other area. Therefore, it remains very important that we follow the guidelines regarding PPE, handwashing and isolation 100% of the time. We need to work together to protect each other as well as protect our family and those patients who come to us for care.
4. We are meeting as a team to look at ways that our organization can better support front line staff during this crisis. There remains concern by all of our leadership team for all of our staff who are dealing with this crisis. We have plans to roll out some support services and programs and that will be communicated to you soon.

I will close this brief update with a thank you for continuing your hard work each and every day for our patients and for each other. Although we have not been hit with a significant surge, we are managing individuals that are positive or potentially positive in many areas of our organization. Thank you again for being there for those individuals and all others who need our care and services.

Sincerely,

A handwritten signature in black ink, appearing to read "Gene F. Morreale". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Gene F. Morreale
President and CEO