



August 20, 2020

Dear Fellow Employee,

In yesterday's update from the Governor, he mentions that we are in day 172 of the pandemic and our infection rate is currently at .7% which is great news. It has been the twelfth straight day under 1% for an infection rate. There were 6 deaths in NYS yesterday due to COVID. The Governor announced on Tuesday, that Alaska and Delaware have been added to the travel restriction list. He went on to comment about not being out of the woods yet in regards to this pandemic and as we have talked about in this update, flu season is soon approaching and there is concern in addition to the flu of a second wave of COVID. All of this means to us is our continued readiness to be here for our community members when they need us as well as continuing our journey to providing safe care with an outstanding experience for each and every individual.

Please note the following:

1. PPE- We continue to do just ok in regards to securing needed PPE inventory. N95 masks as well as gloves continue to be a challenge. In addition, the hand sanitizer refills used for our wall dispensing stations is running very low and we are challenged to secure replacement refills. I hope that this is a temporary slow down in availability of the hand sanitizer. Please continue to clean your hands and understand that soap and water is readily available (no shortage of soap), and is highly recommended for this virus as a means of ensuring your hands are clean.
2. Test Turn-Around Time- We have been impressed of late with Quest and their turn-around time for our pending COVID tests. We currently only have 110 total pending which goes back to Tuesday August 18. We continue to look forward to a new shipment of rapid testing kits starting in September so that we can make the rapid test more available to our patients as well as employees. In addition, there is a new saliva test that is being evaluated and may be available for use sometime in the near future. All of this is good news as it is important that we have testing capabilities as well as the ability to turn the test results around in a timely fashion.
3. School Issues- As we move into the fall and our schools are re-opening, employees have raised concerns about what will happen in the event their child must be quarantined due to an exposure at school? If this situation occurs, the employee would need to complete a COVID NY Paid Family Leave Application which would require a copy of the mandatory or precautionary quarantine order issued by the County Health Department. This is in the event that you have no daycare options for your child in your home during the quarantine period and therefore, must remain home with your child during the quarantine. The employee would need to meet the eligibility requirements for Paid Family Leave which include working 20 hours or more per week for 26 consecutive weeks or if under 20 hours per week with a total of 175 days worked. If eligibility and our insurance carrier approves the claim, the employee's position would be protected and benefits payable for the period of the isolation/quarantine orders. The employee would also have the option to use his/her PDO during the PFL period. However, if the employee

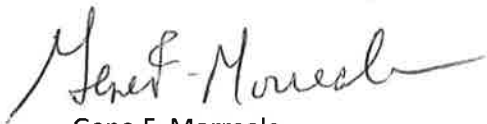
is able to work remotely, then the PFL benefits would not apply. I realize this is challenging to understand. I think it is very important that you meet with your manager and discuss the possibility of this occurring and how you both feel this can be managed moving forward in the event it does happen. In addition, if you have particular questions, our HR representative, Summer Whaley is available to answer those. She can be reached at x1240.

4. Community Letter- I have recently written a community update letter which has been provided to local newspapers and will soon appear on our website as well as social media. I have attached a copy of that letter to today's update so that you are aware of what is being communicated to our community members. It is important that we all act as ambassadors for Oneida Health. You should understand and be able to communicate that we have been providing exceptional care and that we have very few positive COVID patients. You should assure your family and friends that coming to Oneida Health for their healthcare needs is a good option and one that you feel comfortable recommending. Please do all you can to reassure those that you come in contact with that this is a safe healthcare facility to receive your care at. We look forward to caring for those who need our services.
5. COVID Testing Results- We currently have 0 COVID positive inpatients and 0 COVID positive ECF residents. We have performed 8,347 tests, 8,027 negative, 206 positive with 110 pending. We did have 2 outpatient positives yesterday; one through our ED and one through the practices. Although positives continue to surface from time to time, considering the number of people being tested, our rate remains very low and hopefully that trend will continue through the upcoming months.

There is not much more to share with you this day. I ask that you continue to do what you are doing following very closely the PPE guidelines and help us conserve that valuable PPE resource. This way, it will be there when we need it.

Thank you all for your continued caring and compassion.

With Sincerest Gratitude,



Gene F. Morreale

P. S. I am again sharing with you two questions that I am asking for your thoughts on. They are as follows:

1. What current work rule would you like changed to want removed in order to be safer at work?
2. What current rule would you like to see changed so that we can provider safer, better are to our patients and residents?