



December 12, 2020

Dear Fellow Employee,

The COVID leadership task force just met to review where things stand in regards to our continued preparedness for the current spike in COVID positive patients. We are seeing positives in both community members as well as employees, which is creating significant demand and staffing issues. That, together with requirements from the DOH to increase care capacity to ensure we are able to care for our residents and acute patient populations is resulting in our taking action as follows:

1. Effective immediately, we will no longer perform elective surgery on patients whose post-op care will require a hospitalization and/or overnight stay. The exception is urgent/emergent required surgery.
2. Effective 12/17 (Thursday), we will no longer perform elective surgery or endoscopy.
3. Effective immediately, we will no longer be admitting individuals to our ECF until further notice. We will take back to the ECF those currently in the hospital for care once cleared to return.
4. Our practices will revert back to tele-health services and significantly reduce in person care. This will be further developed once we have a chance to speak to the providers on what is reasonable.

The above restrictions will be monitored daily to ensure that they need to continue. We will make changes and resume care as soon as staffing, beds and COVID demand on the organization allows us to do so. All staff in areas impacted by the reduction in services will be asked to help in other areas of the organization that currently are struggling to keep up with demand. A second furlough program is not planned at this time although that may become necessary if this reduction in services continues with no end in sight or it is determined that your services cannot be utilized during this shutdown. Avoiding furlough's is our goal.

My hope is that these changes can be reversed as the vaccine becomes readily available to staff, residents and at risk community members. I ask that non-employed medical staff members inform the medical staff office of your willingness to accept the vaccine when it is made available to us. For those employed within our network, you will need to inform the manager of the area where you work (i.e. offices, hospital units, OR, etc.) of your desire to receive the vaccine when it is delivered here. Our goal is to develop a master list of individuals interested in receiving the vaccine and using DOH criteria to risk stratify all so that high risk individuals receive the vaccine first. We will then go down that priority list and offer to others as the vaccine availability allows.

Every day we receive information from the DOH, HHS, CDC, etc. We will do our very best to decipher that information and implement those requirements asap. You will also continue to receive updates often.

Thank you for your understanding and cooperation with these necessary changes.

With Sincerest Gratitude,

Gene F. Morreale
President and CEO