



June 3, 2020

Dear Fellow Employee,

Today's update will be a bit different from those you have been used to seeing from me.

The Governor opened up his communication today by stating that "Today is day 95 of the COVID situation and day 10 of the situation dealing with civil unrest after the death of Mr. Floyd."

With the above in mind, we are closing in on controlling the virus, which is great news. Many of us have suffered both physically and mentally over those 95 days and recovery from that suffering will take time. Time has a way of healing but not before much damage has been done. Many of us know of individuals who have attempted suicide or died by suicide. There has been a documented spike in substance misuse, and in many situations resulting in untimely death. The numbers of late are very concerning.

Now we are faced with civil unrest, on display throughout the day in the media. Many of us as well as our family and friends are sad and angry over the death of Mr. Floyd. This tragedy adds to a number of senseless deaths and injuries, to both community members as well as law enforcement members over the years. We see on the news both peaceful demonstrators as well as brutality and destruction caused by troubled individuals.

The Healthcare Association of New York State (HANYNS) issued a media statement last night which I have attached to this email. I share this so that you are aware of how this Association that represents Healthcare Organizations in this state, is communicating its position. We all have our own opinions on our current state of affairs and I am not in any position to tell you what you personally should believe.

I will speak on behalf of the organization on this matter though. Our current situation is not in anyone's best interest. There is no winner today as a result of this current, new crisis. We as healthcare providers and workers live our work lives by our established values and our commitments to our patients, residents and each other. We are becoming a more and more diverse organization which has been a significant positive. As an organization, we do not tolerate racism, bigotry, discrimination or violence of any kind. Rather, we welcome all to work here and welcome all to receive care here with no concern of the color of their skin or their beliefs. Discrimination and intolerance have no place in this organization and will not be permitted.

We all need to take into consideration what impact both the pandemic and the civil unrest is having on our community members who will seek care from us as well as our residents in the ECF. We are providing health care services and behavioral health as part of that care. Providing emotional support as best you can to those who need that support is more important now than in the recent past. There are community services available that you can offer to those who may benefit. Our intranet page has those resources and our Care Transitions Staff are also a resource. If you do not have access, including for yourself, please ask for help. We are in this together and we need to move forward together.

I will close this communication by wishing that you find the inner strength needed to survive this time of unrest and fear in our country. We need each other more now than ever.

With Sincerest Gratitude,



Gene F. Morreale
President and CEO