



May 5, 2020

Dear Fellow Employee,

In May we usually celebrate Hospital Week, Nursing Home Week and Nurses Week. Over the years, we have had a number of activities to recognize all of you and celebrate who we are. Due to circumstances beyond our control, this year's activities will pale compared to previous years. In no way is that a reflection on how each of you in our network of services is thought of. Please know that each and every one of you, from Laundry worker, to Nurse, to Provider, to Business Office, to Maintenance, to Central Sterile, to Security (the titles go on) are part of the Team that is Oneida Health. You are why we have adopted the tag line, Exceptional Care, Always.....

At this point in time, although celebrating our history would be more fun, we need to focus on our future. In order to survive as a viable health care network, decisions need to be made today that will help us come out of this pandemic, perhaps not as strong as before it, but at least strong enough to rebuild. If we do not focus on that outcome, then the care and services we provide will be jeopardized. I wish this ordeal called a pandemic would just go away. That I am afraid is not going to happen any time soon.

Please note the following updates:

1. As I referenced yesterday, the County Health Department has identified a COVID-19 hot spot here in Oneida, with 75 out of 124 who tested positive for COVID-19. Testing continues until all 500 staff are tested. This issue is being addressed as aggressively as possible by the Health Department. We have cared for a number of these individuals, many in our ED. Please note that we are in a hot spot area and continue to take all required precautions to protect yourself, your family and our patients/residents.
2. As requested by the State and County Health Departments, all of our current ECF residents were tested yesterday. These results should start coming back to us tomorrow. In addition, we have tested a good number of our ECF staff with the goal of completing staff testing over the next couple of days. Once all results are in, we will have a good understanding of the prevalence of COVID-19 within our facility. To date, we have had zero positive cases at the ECF.
3. We have tested 1151 individuals, 983 negative, 122 positive and 46 pending results. We received 10 results yesterday, 9 negative and 1 inconclusive (to be retested). We have 3 positive inpatients at this time with 9 inpatients pending results.
4. As we look at ways to further reduce our salary expense, the voluntary furlough program is an option some of you may wish to consider. Please refer to the communication sent out last week describing the health insurance benefit to those who elect to participate in this program. We will analyze the impact on our wage reduction program with the addition of new voluntary furlough staff and decide what, if any additional reductions are necessary. I have already

announced a continuation of Senior Leadership wage reduction, now at 15% and Management reduction of 10%. The hour reduction program is still in place and a good option to help us through this difficult time. Tomorrow I will share some volume numbers from April that will help explain why we need to continue to pursue the salary reduction initiatives.

5. PPE inventory I am pleased to say continues to be in good shape. Thank you again for working to help us conserve this very important supply resource. We are continuing to purchase necessary supplies to replace those we are using up each day.

I will close by thanking you all for your role in this response to the COVID-19 pandemic. Very much appreciated.

With Sincerest Gratitude,



Gene F. Morreale
President and CEO