



## MEMORANDUM

**To:** All Harbor Hospice business associates and contracted workers

**From:** Susan Houseman, President and CEO, Dr. Gerald Harriman, Medical Director, Stephanie Fiebig, Human Resources Manager

**Date:** November 17, 2021

**Re:** Required COVID-19 Vaccination for Harbor Hospice business associates and contracted workers

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**Your safety and the safety of our patients and families is important to us. That is why effective today, Harbor Hospice will require all employees, volunteers, students, and contracted workers to be vaccinated against COVID-19.**

We have strongly encouraged vaccination for all employees and volunteers since the first vaccine for COVID-19 was approved for Emergency Use Authorization by the U.S. Food and Drug Administration. FDA analysis has shown that all the currently approved or authorized vaccines are safe and CDC reports that over 408 million doses of the vaccine have been given through October 18, 2021. Bringing a new vaccine to the public involves many steps, including vaccine development, clinical trials, and U.S. Food and Drug Administration (FDA) authorization or approval. While COVID-19 vaccines were developed rapidly, all steps have been taken to ensure their safety and effectiveness. **The science is clear - vaccines save lives.**

On November 5, 2021, the Centers for Medicare and Medicaid (CMS) issued an emergency regulation requiring COVID-19 Vaccination for health care staff who work in organizations that participate in Medicare and Medicaid Programs. This national requirement protects patients at nearly 76,000 providers and covers more than 17 million health care workers, which includes Hospice organizations. This emergency regulation protects those fighting this virus on the front lines while also delivering assurances to individuals and their families that they will be protected when seeking care.

The prevalence of COVID-19, in particular the Delta variant, within health care settings increases the risk of unvaccinated staff contracting the virus and transmitting the virus to patients. When health care staff cannot work because of illness or exposure to COVID-19, the strain on the health care system becomes more severe and further limits patient access to safe and essential care. Vaccination against COVID-19 protects you.

### **Effective today:**

- **Business Partners/Contracted Workers:** All contractors, vendors and others who conduct business in person with Harbor Hospice staff and patients must be fully vaccinated or have an approved medical or religious exemption by January 4, 2022

### **Action needed**

Business partners/contracted workers should provide proof of their vaccination status or make other arrangements with their primary contact at Harbor Hospice to verify they have met this vaccination requirement.

**Business partners/contracted workers who do not fulfill the requirement to be vaccinated by the date above and do not have an approved exemption will not be allowed to have in person contact with patients or staff, visit the Harbor Hospice office or the Leila & Cyrus Poppen Residence.**

There are no testing options allowed for under the vaccination mandate. Note that any of your employees who have an exemption which you've approved will be required to wear a mask and maintain physical distancing as recommended by the Centers for Disease Control and Prevention (CDC).

Thank you for your collaboration and support in these efforts to ensure the health and safety of our colleagues, clinicians, and community. Your professionalism, understanding and compliance are appreciated.