



STILL HOPES

Episcopal Retirement Community

From: Danny Sanford, CEO
To: Still Hopes Apartment, Cottage, and Concierge Residents
Date: September 10, 2021
Subject: Vaccination Mandates from CMS and OSHA

As you all know, CMS has issued the statement that they will mandate the COVID-19 vaccine for all staff members of companies or organizations that receive Medicare payments. Likewise, you know that Still Hopes is an organization that is covered by this decision.

Further, OSHA has issued a statement that they will mandate vaccines for all staff of employers with 100 or more employees. Once again, this mandate applies to Still Hopes.

As of today, I have sent out a memo to all staff members about these two mandates and have set up a series of open forum meetings with staff to come and meet with me to voice their own concerns or ideas and to: 1) learn what their biggest concerns and fears are, and 2) to learn what their questions are so we can get them answers to these concerns.

Once again, I ask for your support of our staff as they grapple with this new information and your encouragement, when they bring it up, to get the vaccine and to be safe. The net of these two federal mandate decisions is cast very wide and encompasses a majority of employees around the United States, so this is very likely an issue that our staff members will have to find a way to deal with, whether they stay at Still Hopes, or choose to pursue another line of work. We will, of course, be encouraging them to stay the course with Still Hopes and to get their vaccines.

I also know that there are some staff members and very likely some family members and residents who do not agree with the decision made by CMS and OSHA, but I trust that you can all see that these federally mandated decisions are out of the control of Still Hopes management and our Board of Trustees. Our mission is to serve those over the age of 55, and to provide high quality services that include healthcare for the frailest of the elder population, and as such we truly do need to support the vaccination mandates as this virus is deadly to the very population we are driven to serve and protect, and the mandates clearly align with our mission and purpose. You can say that we have been effective in keeping our residents safe without a mandate, and that would be true, but I can tell you that this comes at a great cost of both money and effort and a fully vaccinated staff would certainly ease that burden.

Thank you for your continuing prayers and support.