



EXCEPTIONAL LIVING CENTERS

UPDATE TO COVID 19 Vaccination for Employees Policy 12/10/2020 (Revision date October 10, 2022)

New CDC Guidance was recently published which takes into account that our population is experiencing:

- High levels of vaccine and infection-induced immunity and,
- The availability of effective treatments and prevention tools.

As a result of the evolution of treatment and prevention of COVID-19 and the newest CDC guidelines, ELC has revisited our policy as well. After much consideration, we will be revising our current policy to align with the CDC's newest guidelines, specifically as it relates to religious and medical exemptions of unvaccinated ELC employees or ELC candidates for our open positions. **Effective October 7, 2022, ELC employees and new hire candidates may request a religious or medical exemption to the COVID-19 vaccine for any position (direct or indirect care for residents).**

Please read the following FAQ's to better understand the process for requesting a medical or religious exemption to the COVID-19 vaccine.

ABOUT VACCINE EXEMPTIONS

Eligible employees and new hire candidates are encouraged to submit their exemption requests following the guidelines below. The process to request an exemption has not changed.

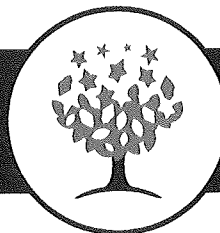
What exemptions are available to employees?

- Recognized **medical conditions** for which vaccines are contraindicated. Medical exemptions require a letter from your physician. Your site HR Business Partner can provide a form to provide guidance for medical submissions upon request.

- **Religious beliefs, observances, or practices.**

How does an employee apply for an exemption?

- Religious-related exemptions **require a letter** to the facility and Corporate HR outlining the following points:
 - Identify religious denomination
 - Identify specific church and contact at that church
 - Provide information as to the duration of membership with specific church
 - Identify church doctrine on which claimed exemption is based
 - Identify church's history with respect to its position on vaccination prior to COVID



• **A Medical Declination must be signed by the employee's primary care physician** and provided to the facility and corporate HR. "Medically contraindicated" means a determination, certified by a physician, physician's assistant or Nurse Practitioner licensed to practice in the state which facility resides, that COVID-19 vaccine should not be administered to an individual because it would be detrimental to the individual's health.

Employees granted medical or religious exemptions will be required to wear full PPE while on duty and must agree to regular (daily or weekly as required) testing. Please remember, simply submitting the request does not guarantee it will be accommodated. Every submission will be reviewed by the corporate office for its unique circumstances and the employee or candidate will receive a written response once a determination has been made. **Requests for religious or medical exemptions or questions about medical and religious exemptions can be submitted to benefits@exceptionallivingcenters.com.**

Will ELC hire new employees that have exemptions?

Yes. New employees will follow the same policies and procedures as current employees.

What happens if my exemption request is approved?

An unvaccinated person with an approved exemption request is eligible to work any position they are hired for with the following accommodations:

- Testing
- Physical Distancing
- Source Control (Masks, etc.)

What happens if my exemption request is denied?

If an employee is not vaccinated by the deadlines stated in the CMS Final Rule and has not been approved for an exemption, it will result in a voluntary resignation, effective immediately. Employees in good standing will remain eligible for rehire once they become vaccinated.

Are there any other changes to the mandated vaccine policy?

The entire CDC guideline update is under review and any additional changes to policies and procedures will be communicated.

Thank you.