

Hi Everyone,

I have shared much information over the course of the past month regarding the COVID-19 vaccine mandate from CMS. In each of my emails, I promised you that we would keep you up-to-date on all information we receive and share anything that is relevant to you and all team members at UCP of Greater Cleveland. Today I write with an important update.

Yesterday (November 30), the US District Court issued a ruling temporarily blocking CMS from implementing and enforcing the Omnibus COVID-19 Health Care Staff Vaccination Rule. It was this Rule that prompted UCP to begin to create our *Vaccination Mandate and Education Policy*. At this time we will **delay** the finalization and execution of our policy. We do expect that there will be appeals and further court actions which we will continue to closely monitor. As required, we will adjust our plans - the mandate *may* move forward in the near future. We will keep you posted.

Although we are delaying the implementation of our formal vaccine policy, we continue to strongly encourage all employees to get vaccinated as soon as possible. As we have said many times before, UCP of Greater Cleveland does believe that vaccination is our best defense against COVID-19, preventing community spread, significant illness and death. Numbers of positive cases and hospitalization are rising and there is growing concern over the Omicron variant. We will continue to provide educational materials and the Nursing Department is available to answer questions or provide support. For those who have not yet been vaccinated, we will send you information regarding a few different clinics/vaccination locations in the community.

Please be in touch with Bob or me with any questions or concerns.

As always, my door is open.

Beth