



December 3, 2021

Dear Employees of Mather,

Thank you for everything you do to keep residents and each other safe. Mather continues to manage the COVID-19 pandemic within our communities. We wanted to alert you to a policy change:

With vaccinations and boosters now available to all adults, Mather is updating its COVID-19 vaccination policy. Mather will require all team members, including new hires, to receive a COVID-19 vaccination and booster by January 17, 2022, unless a reasonable accommodation and exemption from the policy is approved.

Research and real-life evidence have shown that the COVID-19 vaccine can help prevent you from getting sick with COVID-19 and is an important step to help stop the pandemic. In May, Mather decided to take the step to make the COVID-19 vaccine a condition of employment. Now we are updating our COVID-19 vaccination policy to require all team members, including new hires, receive a COVID-19 vaccination and booster by January 17, 2022, unless a reasonable accommodation and exemption from the policy is approved. This policy update is intended to comply with all applicable laws and is based on guidance from the CDC, as well as state and local health authorities.

- Individuals seeking an exemption for medical or religious reasons should complete a Request for Accommodation form and submit it, confidentially, to Jim Monroe, HR Analyst at the Orrington office (jmonroe@mather.com) or to their Human Resources representative. Employees who were previously granted exemptions from the vaccine mandate and received accommodations for religious or medical reasons are not required to re-apply, as their exemptions will carry forward.
- If, by January 17, 2022, an employee has not received a booster or an approved exemption, he or she will be placed on a 30-day unpaid leave of absence.
- Any team member who ultimately decides not to get the vaccination booster will be considered as having voluntarily resigned his/her position. This policy update applies to all Mather employees, regardless of their work location.

Employees will be paid for the time needed to receive a vaccination booster. For offsite vaccination boosters, employees are requested to work with their managers to schedule an appropriate time to comply with this policy. The employee's Human Resources representative is also available to assist in scheduling an appointment.

Employees will be responsible for providing their HR representative with proof of vaccination/booster such as their updated CDC vaccination card that verifies vaccinated/booster information.

We also encourage you to obtain a 2021–22 influenza vaccination. The CDC predicts that seasonal influenza will be back to normal levels this year and they “anticipate a lower level of community protection that we rely on year after year to reduce the risk of a severe influenza season. Thus, CDC is anticipating an increase of influenza illness this winter” [HAN Archive - 00458 | Health Alert Network \(HAN\) \(cdc.gov\)](#). Mather will continue to require face masks throughout the peak influenza activity period of December through March. At this time, Mather has not mandated receipt of an influenza vaccine. We anticipate making the influenza vaccine mandatory in 2022.

If you have questions about the influenza vaccine, COVID-19 vaccine, or booster, we encourage you to speak with your health care provider or review the links included in this letter. If you have questions about our policy as it pertains to your situation, please talk to your HR Representative.

Please take care and stay well.

Sincerely,



Mary Sullivan
SVP, Human Resources



Michelle Mada
VP, Health and Wellness

Additional information/resources:

- https://www.cdc.gov/coronavirus/2019-ncov/vaccines/effectiveness/index.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fvaccines%2Feffectiveness.html
- <https://www.cdc.gov/media/releases/2021/p1021-covid-booster.html>
- <https://www.cdc.gov/media/releases/2021/s1119-booster-shots.html>
- <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/recommendations/children-teens.html>
- [Flu Season | CDC](#)