



January 13, 2022

Dear Employees of Mather,

We appreciate all you are doing to keep residents and employees safe. Mather continues to manage the COVID-19 pandemic within our communities, addressing the significant surge due to the Omicron variant.

Mather updated its COVID-19 vaccination policy December 3, 2021, to 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. **Mather is changing this deadline to March 21, 2022.**

See page 2 for information on why it is so important that you receive a booster shot, and for other details on the boosters.

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 HR representative is also available to assist in scheduling an appointment.

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

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. Those seeking a new exemption 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 HR representative.

PLEASE GET A FLU VACCINE

The CDC is anticipating an increase of influenza illness this winter. Mather will continue to require face masks throughout the peak influenza activity period of December through March. While Mather has not mandated that employees get a flu vaccine, we anticipate making influenza vaccines mandatory in 2022.

HELP KEEP OUR COMMUNITIES SAFE

- Do not come to work if you have any symptoms or feel "off," if you have a known exposure to someone with COVID-19, or if you have tested positive for COVID-19.
- Wear a high-quality mask. Mather is ordering KN95 masks for employees in senior living communities. If you prefer greater protection, you can request a medical evaluation and fit testing for a N95 mask.
- Complete the screening process when you arrive at work.

If you have questions about the COVID-19 vaccine, booster, or influenza vaccine, we encourage you to speak with your health care provider or review the links provided below. If you have questions about Mather's 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 Madda
VP, Health and Wellness

INFORMATION ON THE BOOSTER SHOTS

- **Becoming fully vaccinated and receiving the booster shot is a condition of employment** with Mather unless a reasonable accommodation and exemption from the policy is approved. Mather has implemented this policy to help keep employees and residents safe. Employees have said that their communities have been the safest place to be during the pandemic. This policy update is intended to comply with all applicable laws and regulations and is based on guidance from the CDC, as well as state and local health authorities. In alignment with CDC and the Illinois Department of Public Health, Mather will consider an employee as “boosted” if they have received all COVID-19 vaccine doses, including a booster dose.
- The vaccines continue to work very well at preventing severe illness, hospitalization, and death from COVID-19. A booster shot is an extra dose that helps maintain your protection.
- COVID-19 vaccines can cause side effects in some people, but serious side effects are extremely rare. Most side effects go away in a few days. The most common side effect is a sore arm at the injection site.
- If you receive the booster shot, restrictions from work will be less or not at all if you are exposed to an individual with COVID-19. The CDC has revised its guidelines to state that an unvaccinated and unboosted individual will need to be off work 10 days, or 7 days with a negative test if they are exposed to a positive case, whereas **BOOSTED staff would not be required to be away from work.**
- **Getting the booster shot gives us all a chance to get past this virus.**
 - If you are thinking that being infected with COVID-19 wouldn't be so bad, consider the potential severity of COVID-19 to residents, your coworkers who are older or have underlying health conditions, older adults and people with illness, and unvaccinated individuals in the general population. COVID-19 is on pace to kill more than 300,000 unvaccinated people who would quite likely avoid death by getting vaccinated and boosted.
 - The US health care system is at risk of being overloaded. This jeopardizes care for individuals who need it.
 - With the continued spread of COVID-19, schools are challenged to continue in-person classes, thus impacting children's education.

- Workers across the US in all industries are missing work due to COVID-19, thus affecting their income and the companies' ability to operate.
- We do not know the long-term effects of COVID-19.

When can you get a booster shot?

- Five months after your second dose of the Pfizer-BioNTech or Moderna vaccine, or two months after your single dose of Johnson & Johnson's Janssen vaccine.
- People with COVID-19 **who have symptoms** should wait to be vaccinated or boosted until they have recovered from their illness and have met the [criteria](#) for discontinuing isolation: stay home for at least five days and isolate from others, until fever-free without the use of fever-reducing medicine for 24 hours and have no symptoms.
- Those with COVID-19 **without symptoms** should also wait to be vaccinated or boosted for at least five days after their positive test.
- People who have had a **known COVID-19 exposure** should not seek vaccination or the booster shot until their quarantine period has ended to avoid potentially exposing health care personnel and others during the vaccination or booster visit.

If you're age 18 or older, you can choose which COVID-19 vaccine to get as your booster. The CDC has issued a preference for people to get an mRNA vaccine (Pfizer or Moderna).

Where can you get a booster?

- Your health care provider
- Local pharmacies such as Walgreens and CVS
- Check the website [vaccines.gov](https://www.vaccines.gov)
- Text your zip code to 438829
- Call (800) 232.0233

Remember to bring your CDC vaccination card with you when you receive your booster.

What if you don't receive the booster?

- If, by March 21, 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.

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](#)