



## MEMORANDUM

To: All Employees

From: Ailee Strausser, Human Resources

Date: May 19, 2021

RE: Vaccination Status

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As you may be aware, the Centers for Disease Control and Prevention (CDC) recently eased the mask-wearing guidance for **fully vaccinated individuals**, allowing them to stop wearing masks both indoors and outside in most settings. However, masks are still required in healthcare settings, and Abramson Senior Care continues to require all employees to wear a mask while at work.

The CDC has also issued updated travel guidance for fully vaccinated individuals, easing the requirement to quarantine after traveling within the United States and U.S. territories. Enclosed is a Question & Answer document that addresses some common questions related to the new guidance. ***It is important to note that unvaccinated individuals are still required to quarantine after travel.***

As we enter the season for summer vacations, it is important for Abramson Senior Care to know the vaccination status of our employees; this is to ensure that we are keeping our vulnerable seniors and our employees as safe as possible by requiring quarantine after travel for unvaccinated employees. Additionally, we are required to have this information on file to comply with a new Centers for Medicare and Medicaid Services (CMS) rule mandating the documentation of vaccine education and administration for residents and staff in certain settings.

As a result, we are requiring that each employee confirm his or her current vaccination status by completing and returning the enclosed form by **June 18, 2021** via confidential fax to 215-371-1877, email to [astrausser@abramsonseniorcare.org](mailto:astrausser@abramsonseniorcare.org), or mail to:

Ailee Strausser, Human Resources  
Abramson Senior Care  
5 Sentry Parkway East, Suite 100  
Blue Bell, PA 19422

For employees who have received the vaccine, we request that you provide us with a copy of your vaccination card, which will be kept in a confidential file. For employees who have declined to receive the vaccine, we encourage you to read through the enclosed information regarding the vaccine, as we believe the COVID-19 vaccine is our best hope of ending the pandemic and keeping those we love and care for safe and healthy. If you would like to receive the vaccine, Abramson Senior Care will be holding another vaccine clinic for our employees on June 24<sup>th</sup> at 261 Old York Road, Suite 630, Jenkintown, PA. To make a vaccine appointment, please contact Dan Brunetti, Home Care Human Resources Manager, at 215-371-3477.

Thank you for your continued dedication in ensuring the health and safety of yourself, your loved ones and colleagues, and the seniors that we provide care for!

Please call me at 215-371-1843 if you have any questions.



## COVID-19 VACCINATION FORM

I acknowledge that I am aware of the following facts (*please read each statement*):

- COVID-19 is a serious respiratory disease. According to the Centers for Disease Control and Prevention (CDC), as of May 12, 2021, over 580,000 people have died in the U.S. and there have been over 32.6 million people with reported cases of COVID-19.
- COVID-19 vaccination is recommended for me and all other public safety professionals to protect our colleagues and the communities that we serve from COVID-19, its complications, and death.
- If I contract COVID-19, I may remain infectious for 10 days or more. During this time, I shed the virus and can transmit COVID-19 to my family, colleagues, and the people we serve.
- If I become infected with COVID-19, even if my symptoms are mild or non-existent, I can spread COVID-19 to others. Symptoms that are mild or non-existent in me may cause serious illness and death in others.
- I understand that it is impossible to get COVID-19 from the COVID-19 vaccine.
- I understand that this vaccine has undergone rigorous trials and testing processes that met all the U.S. FDA requirements for issuance of an Emergency Use Authorization (EUA).
- I understand that receiving this vaccine will be essential to establishing herd immunity and eventually moving back to normal processes.
- I understand that mRNA vaccines do not alter, change, or even interact with my DNA.
- The consequences of my refusal to be vaccinated could have life-threatening consequences for my health and the health of everyone with whom I have contact, including my coworkers, my family, and members of the communities I serve.

### Instructions

Please check the appropriate box below and return this form to your Human Resources department.

- I have received the COVID-19 vaccine through Abramson Senior Care.
- I have received the COVID-19 vaccine elsewhere. Please provide a copy of your CDC COVID-19 Vaccination Record Card with this form.
- I understand the information above regarding the COVID-19 vaccine but am choosing to decline the vaccine at this time. I understand that I can change my mind at any time and receive the COVID-19 vaccination at no cost to me.

Name: \_\_\_\_\_ Date: \_\_\_\_\_  
(print)

Signature: \_\_\_\_\_



## Coronavirus Disease 2019 (COVID-19) Human Resources-Related Questions & Answers for Employees Updated May 2021

Abramson Senior Care is deeply appreciative of the unwavering commitment and dedication our staff has shown in providing much needed care to our most vulnerable seniors during the COVID-19 pandemic. With the national decline in coronavirus cases and the expanded vaccine availability to everyone age 12 and older, the Centers for Disease Control and Prevention (CDC) have updated their guidelines regarding COVID-19 mitigation measures. To clarify Abramson Senior Care policies, we wish to provide some updated answers to common questions being asked.

### 1. **If I am fully vaccinated, do I still have to wear a mask?**

Yes; the recent CDC guidelines that lift masking mandates for fully vaccinated individuals does not apply to healthcare settings. Continued use of Personal Protective Equipment (PPE) while working as an Abramson Senior Care employee is required.

### 2. **What is the current Personal Protective Equipment (PPE) Protocol?**

- All Abramson Senior Care employees will wear a face mask while working. If your face mask becomes soiled, please replace with another face mask. Extra face masks are available upon request from your supervisor.
- Direct care staff who provide direct patient care to confirmed COVID-19 residents, patients, or clients will continue to follow the Infection Prevention and Control guidelines as recommended by the CDC. This includes wearing your Abramson supplied respirator, eye protection, gown and gloves, or other appropriate PPE as recommended by the CDC.
- If you have questions related to the specific guidelines for PPE for your position, including proper donning and doffing, distribution, or storage, please see your supervisor for guidance.

### 3. **I'm planning a summer vacation. What should an employee do after domestic travel within the United States and U.S. territories?**

- Abramson Senior Care follows the guidelines provided by the Centers for Disease Control and Prevention (CDC), Health and Human Services (HHS), and the Pennsylvania Department of Health (DOH). Current CDC guidelines for domestic travel are:
  - i. Fully vaccinated employees do not need to get tested for COVID-19 before or after travel unless their destination requires it. Fully vaccinated staff do not need to quarantine upon return.
  - ii. Unvaccinated employees should get tested with a viral test 3-5 days after travel **AND** stay home and self-quarantine for a full 7 days after travel, or for 10 days after travel without a viral test.
- All travelers should wear a mask while on planes, buses, trains, and other forms of public transportation traveling into, within, or out of the United States and in U.S. transportation hubs such as airports and stations and should take other precautions during travel.
- All travelers should self-monitor for COVID-19 symptoms and isolate and get tested if you develop symptoms.

- **It is important to note that if you are planning a vacation outside of Pennsylvania and are unvaccinated, you will be required to quarantine before returning to work regardless of whether your travel was within the United States or international.**

**4. What should an employee do after international travel outside of the United States and U.S. territories?**

- Abramson Senior Care follows the guidelines provided by the Centers for Disease Control and Prevention (CDC), Health and Human Services (HHS), and the Pennsylvania Department of Health (DOH). Current CDC guidelines for international travel are:
  - i. All air passengers coming into the United States, whether vaccinated or unvaccinated, are required to have a negative COVID-19 test no more than 3 days before traveling into the U.S. or documentation of recovery from COVID-19 in the past 3 months prior to boarding a flight into the U.S.
  - ii. Vaccinated employees should get tested with a viral test 3-5 days after travel. Additional quarantine is not required.
  - iii. Unvaccinated employees should get tested with a viral test 3-5 days after travel **AND** stay home and self-quarantine for a full 7 days after travel, or for 10 days after travel without a viral test.
- All travelers should wear a mask while on planes, buses, trains, and other forms of public transportation traveling into, within, or out of the United States and in U.S. transportation hubs such as airports and stations and should take other precautions during travel.
- All travelers should self-monitor for COVID-19 symptoms and isolate and get tested if you develop symptoms.

**5. How will an employee be paid if a quarantine is required after travel?**

Employees on quarantine, regardless of the reason for the quarantine, will be paid using Paid Time Off (PTO). If the employee does not have adequate PTO hours banked, the time out will be unpaid. Employees cannot go into the negative ("borrow" PTO) for absences related to quarantine, except for an employee's own illness (COVID-19 or other illness).

**6. How will absences for travel-related quarantine be tracked under Abramson's Absenteeism and Tardiness Policy?**

Unvaccinated employees who make plans to travel outside of Pennsylvania, or any employee who makes plans to travel internationally, should also plan to quarantine. Therefore, the quarantine period should be included in the time-off request at the time the request is submitted to a supervisor for approval. Employees who knowingly submit a time-off request without including the appropriate quarantine period may have the standard Absenteeism and Tardiness Policy applied to the quarantine period.

As always, managers are required to discuss all levels of attendance disciplinary actions due to unscheduled absences with the Human Resources department prior to issuing the disciplinary action.

**7. I don't want to have to quarantine if I visit another state. How can I get vaccinated?**

If you would like to receive the vaccine, we will be holding another vaccine clinic for our employees in the near future; please contact your supervisor for additional information. Employees can also find a public vaccination site at [vaccines.gov/search](https://www.vaccines.gov/search).

The information in this document is accurate as of 5/14/2021; guidelines and policies are subject to change at any time at the direction of the CDC or Abramson Senior Care management.

If you have additional questions, please contact the Human Resources department at 215-371-1843. We thank everyone for their continued professionalism, calm, and dedication to keeping our residents, patients, clients, community, and each other safe.