



November 5, 2021

Dear Fellow Employees,

A good Friday to all of you. The roller coaster ride we seem to be stuck on continues. We have seen increases in volume as well as increases in COVID positive patients admitted and then we go into a period of slowdown in those numbers. Currently, we are in somewhat of a slowdown in regards to the COVID patients but our volume and acuity remains strong.

Please note the following

1. Religious Exemption- As many of you may have read, the Federal Government has issued requirements for employers to ensure that their employees are fully vaccinated by early January. For those employees who wish to remain on a medical and/or religious exemption, that can continue but there will be a requirement that the employee have a weekly COVID test. This is good news for those employees who wish to remain on the exemption list although the weekly testing will be somewhat intrusive as well as costly. As this time, Oneida Health will absorb the cost for the weekly test. That could change at some time in the future but at this time, all staff vaccinated or on exemption are needed for us to continue to meet the needs of our patients and residents. I will provide further detail on when the testing will start and will be in contact with those individuals who must participate in that.
2. COVID Positives- We currently have 9 COVID positive inpatients. Yesterday we performed 96 rapid tests and had 4 positives and 13 Quest tests with 0 positives. The positivity rate appears to be coming down which is great to see.
3. Payroll and Time Card Processing- We have made a decision to move away from our current HR and payroll systems of Meditech and Kronos to a company called Paycom. We had performed an exhaustive search to find a solution to the shortcomings of our current system. We believe we found a solution that will benefit you, your manager as well as the organization. We are very excited about implementing this new system. I have attached a letter to today's update announcing the change. Our hope is to have this up and running by year end. You will receive more information regarding this upgrade to our systems and again, I think you will be very pleased with what it will be able to provide you.
4. Testing Center- We have hit a number of road blocks in regards to the start-up of our testing center. We have a team working on those issues and have identified the start date of our testing center which will be November 22. This testing center will be much more efficient as we plan on using automation and technology to improve all of our processes and allow us to see more individuals and provide results in a more effective way.
5. Unruly Patients- I have attached a community letter that I sent out earlier this week regarding a situation in our community's today with unruly and at times violent behaving individuals. My goal in writing this community letter is to first acknowledge that there is a problem and secondly

to let individuals know that we will not tolerate those behaviors and that we will pursue charges to the fullest extent of the law. Our goal as a healthcare organization is to not only provide exceptional care, it is also to provide a safe work environment for every employee within the organization. Please review the letter which I have attached and feel free to share with family and friends.

I will close today's update with the usual thank you and saying that I really cannot thank you enough for staying with Oneida Health and ensuring that we are here for our patients and our residents and in all Oneida Health locations.

With Sincerest Gratitude,



Gene F. Morreale