



October 13, 2021

Dear Fellow Employees,

A number of our staff remain unvaccinated in part due to their concerns regarding being pregnant, trying to conceive, breastfeeding or just concerned that they may decide to have children in the future and not sure that the vaccine would be in their best interest.

In response to the above, the CDC yesterday released some current literature on COVID 19 that talks to many of the concerns raised in the above paragraph. I have attached the link to today's update so that you can review the most up to date information. Please do not see this as a pressure tactic on my part for you to receive the vaccine. Rather, I hope you see this as an attempt to continue to keep the dialogue open so that you make the best decision for yourself.

We continue today with 12 COVID positive inpatients and the number of positives being tested, but not being admitted continues to be significant. As I mentioned in yesterday's update, NYS is seeing an increase in COVID positive patients throughout the state.

Staffing continues to be a major concern in most areas of our organization. We do have a high vacancy rate and are doing all we can to recruit as well as retain our employees. That work will never stop because the current environment in all business sectors shows high turnover as well as high vacancy rates. I respectfully request your assistance in helping us recruit. You know Oneida Health I believe you are proud to be a part of our organization. Please refer those individuals who you think would be a good addition to our workforce. It does not necessarily have to be clinical as we have openings in non-clinical areas as well. The \$1,000 referral bonus is still available for you for anyone we hire that you refer.

I will close again by thanking you all for being here and for providing the care and services that benefit our patients.

With Sincerest Gratitude,

A handwritten signature in black ink that reads 'Gene F. Morreale'. The signature is written in a cursive style with a long horizontal flourish extending to the right.

Gene F. Morreale