

VACCINE MANDATE FACT SHEET

The Center for Medicare and Medicaid Services (CMS) has issued new requirements for vaccinations for staff that affects some of the programs operated by ADAPT Community Network.

All staff working in the Article 16 and 28 Clinics, ICF's, IRA's co-located with ICF's, and Day Habilitation and Facilities staff working in ICF's are subject to this mandate. These staff must receive the first dose of the Pfizer or Moderna vaccine or a dose of the Johnson and Johnson vaccine **by December 5, 2021**. The second dose of the Pfizer or Moderna vaccine must be obtained **by January 5, 2022**.

The CMS rules **DO NOT PERMIT** staff to be tested in place of being vaccinated.

AFFECTED PROGRAMS

- ICF's
- IRA's collocated with ICF's
- Day Habilitation Staff working in ICF's
- Article 16 Clinics

If you work in any of the following Programs you are subject to this vaccine mandate:

All Article 16 Clinics Locations

ICF Residences

Lake Street	Vandalia
Michelangelo	Lacombe
Ardsley <i>(co-located with Ardsley IRA)</i>	Castleton <i>(co-located with Castleton IRA)</i>
Tanya Towers <i>(co-located with Tanya Towers IRA)</i>	Waterside <i>(co-located with Waterside IRA)</i>

IRA Residences

Ardsley <i>(co-located with Ardsley ICF)</i>	Castleton <i>(co-located with Castleton ICF)</i>
Tanya Towers <i>(co-located with Tanya Towers ICF)</i>	Waterside <i>(co-located with Waterside ICF)</i>

UNVACCINATED STAFF AS OF JANUARY 5th, 2022

If staff do not receive the vaccine in accordance with these deadlines, then they may not report to work. They will be placed on leave without pay until January 5, 2022. If they still have not complied with the vaccine mandate, then they will be deemed to have resigned their position.

New York State will be providing funding to reward all direct care staff in Adult Programs who have received the vaccine. We will be providing details at a later date.

If you believe that you are eligible for an exemption from this mandate you may apply for an exemption.

Accommodations for either medical or religious exemptions will be assessed on a case-by-case basis and in compliance with applicable law.

Medical Exemption– To request a medical exemption you are required to submit a completed *Request for Exemption from Mandatory COVID-19 Vaccination and Reasonable Accommodation Form* to the Director of your Program. You may get the form from your Supervisor or Diane Evans, Vice President of Human Resources at DEvans@adaptcommunitynetwork.org or (212) 683-6700, ext. 1226. Your physician must provide written reasons why an exemption is necessary.

Religious Exemption – A request for a religious exemption must include a personal written and signed statement detailing the basis for the objection along with a letter from the employee's religious leader.

In the event an exemption is granted, accommodations will only be permitted where they do not create an undue hardship for ADAPT and/or do not pose a direct threat to the health or safety of others in the workplace and/or to the employee.

- Even if all staff are vaccinated all COVID protocols such as temperature checks and masks must still be followed.
- We encourage all staff, no matter where they work, to be vaccinated to protect themselves, their families, and the people we support.

If you have any questions, please reach out to the Director of your Program or Diane Evans, Vice President of Human Resources Department at devans@adaptcommunitynetwork.org or (212) 683-6700, ext. 1226.