

COVID-19 Federal Mandate

The Centers for Medicare & Medicaid Services

As of January 25, 2022



After all of these months navigating the COVID-19 pandemic together, we want to ensure that you are aware that the federal government has reissued a federal vaccination mandate that is applicable to all Medicare-certified offices in all states. We want to provide you with an update on what the mandate means to you as valuable members of our BAYADA team.

BAYADA fully supports and promotes the safety and efficacy of the COVID-19 vaccines and prioritizes the health and safety of both our employees and clients. We also respect our clinicians' personal beliefs and preferences. As an accredited, regulated, certified, and licensed home health care provider, BAYADA always complies with all federal, state, regional, local, and territorial mandates and executive orders to ensure we may continue caring for our clients who depend on our services.

Many of you have opted to obtain vaccination on your own, and many of you are already complying with local or state-imposed vaccination mandates currently. For others, this new mandate may now impact you.

Federal Vaccination Mandates

Following an injunction and US Supreme Court ruling, the federal government is moving forward with The Centers for Medicare and Medicaid Services (CMS) vaccination mandate

The **now-in-effect CMS federal mandate** requires health care workers working in **Medicare-certified offices** (includes all of BAYADA's Home Health and Hospice offices, half of our Adult Nursing/Pediatrics offices, and several of our Assistive Care offices) to comply with the following:

- Receive the **first dose** of a two-dose COVID-19 vaccine (eg, Moderna or Pfizer), or a one-dose COVID-19 vaccine (eg, Johnson & Johnson) by **January 27, 2022**—prior to providing services to clients.
 - **February 14** for Medicare-certified offices in AZ, IN, KS, MO, NH, OH, and SC
- Receive your **final dose** of a multi-dose primary vaccination series by **February 28, 2022** to comply with this mandate.
 - **March 15** for Medicare-certified offices in AZ, IN, KS, MO, NH, OH, and SC
- Provide proof of vaccination (copy of vaccination card) to your office at each phase of your vaccination series.

Failure to comply with the vaccination mandate, if you do not have an approved medical or religious exemption, may unfortunately impact your ability to remain working at BAYADA or other health care organizations. Please be advised that **only approved medical and religious reasons will be approved for an exemption from the vaccination mandate. BAYADA's required accommodation for approved exemptions is in the form of undergoing weekly COVID-19 testing and adherence to PPE requirements.**

As a reminder, **BAYADA's Paid Vaccination Leave Program** will compensate you for your valuable time spent obtaining the vaccine at \$50 per shot—including booster shots. Your uploaded vaccination card in Workday is required to receive the payments.

Please **contact your local service office manager** to better understand if/how the federal mandates impact you, to share your vaccination information and a copy of your vaccination card, or to request a medical or religious exemption.

Thank you for your continued diligence and extra efforts to keep yourself, your loved ones, and our clients as safe as possible throughout this ongoing pandemic.