



TEAM MEMBER UPDATES

Aug 27, 2020 - Special Edition

Thank you for your continued hard work and dedication as we remain Cedar Community Strong!

COVID-19 Testing Update

As we mentioned in last week's regular team update, a committee of team members began work on future options for testing and contingency staffing plans. As the group was working on those plans this week, we were notified by the Centers for Medicare and Medicaid (CMS) that effective immediately, testing of team members will be mandatory moving forward. While we await clarification on many of the details of this new mandate, we will continue to move forward with our testing **next week on Monday, August 31, and Tuesday, September 1.**

Based on CMS mandates and additional recommendations from the committee members, testing next week will be **MANDATORY** for all team members at the Cedar Lake Health and Rehabilitation Center, and all direct care team members of Cedar Community's assisted living locations (East, West, Elkhart Lake, and The Cottages). We will also be testing select resident-facing team members in independent living. All Concept Rehab team members, and select BSG team members based on job duty and location, will also be tested.

Details on testing at Cedar Bay Elkhart Lake will be shared with those team members as they are developed. Testing of team members for all West Bend locations will take place in the Cedar Bay East parking lot between 6 a.m. and 4 p.m. as it has been the past few weeks.

If a team member refuses to be tested for COVID-19, they will be required to be off of work for a minimum of 14 days, and those days will not be paid, or PTO must be taken. If a team member refuses to be tested during the next available testing period after the first refusal, their employment will be terminated. If someone is scheduled for FMLA, or has previously approved PTO for next week Monday or Tuesday, or on future testing dates, they will be required to be tested before they return to work.

The mandated testing frequency for the healthcare center will be based on overall percentage of Washington County total positive case rates. We will have access to a dashboard with that information in the coming days, however, one positive test will also impact the frequency of testing. We will communicate testing changes on an ongoing basis, based on test results and county data.

For the assisted living and independent living locations, mandatory testing frequency will be determined based on results of next week's testing. We will update those team members as we learn more.

More details on staffing contingency planning will also be shared as they are developed in the event of multiple staff positive results.

Thank you for your patience as these details are pieced together! We know that it is incredibly frustrating when the guidelines and mandates change so quickly. Please continue to support one another, and thank you for being mindful of our vulnerable residents, and doing all we can to keep them safe, even when we are not on our Cedar Community campuses.

#CedarCommunityStrong