

Dear Associate,

Our COVID 19 Vaccine Exemption Panel has carefully reviewed your request for an exemption from the mandatory COVID-19 vaccine requirement. Your request for exemption has been APPROVED.

To protect your safety as well as the safety of patients, fellow Associates, providers and others with whom you may come into contact while in MLH facilities, unvaccinated MLH team members must follow these heightened safety requirements, beginning November 1:

- Wear a designated respirator mask provided by MLH at all times other than when actively eating or drinking.
- Be tested weekly for COVID-19.
- Maintain social distancing including in breakrooms, and other measures as deemed necessary.

Detailed information on the new requirements and the process necessary to comply, which will include a mask fit-testing process will be provided at a later date.

As always, we will rely on the most up-to-date scientific evidence to guide our decision making and these requirements and accommodations are subject to change as the COVID-19 pandemic landscape changes.

Vaccine exemption approvals will also be reviewed periodically to determine ongoing applicability.

If you have any questions, please reach out to your leader or the HR director at your facility.

You are a valued member of the MLH team, and we want to provide protection for you as well as your fellow team members, patients and the community. Thanks for your cooperation with these vital safety measures.

effectiveness of the masks seal. See the attached CDC chart with acceptable and non-acceptable facial hairstyles.

- The respirator is required at all times except when you are socially distanced from all others in an approved break area and are actively eating or drinking.
- Because vulnerability for you and others increases when the protective masks are removed, you are encouraged to eat or drink in breakrooms or other locations where other individuals are not present and must maintain social distance at all times. Speak with your supervisor about the best location in your work area.
- Associates in workstations outside of patient care areas with proper barrier protections and at least 6 feet of distancing from others (defined as cubicles at head level height while seated; workstations with Plexiglas at head level) may wear a surgical mask while in the workstation alone and seated.
- If you are in your private office, you may remove your mask. If someone enters your office, replace the mask.
- Remote workers are also required to be fit tested and trained for the respirators in case they may need to join a meeting or work onsite occasionally due to team needs, power outages or network connectivity issues.

If you have questions about these requirements, please contact your leader, HR team or Associate Health.

Thanks,
Associate Health Team

From: Audrey Ragsdale <Audrey.Ragsdale@mlh.org>
Sent: Monday, October 18, 2021 3:36 PM
To: Mayzelle Moore <Mayzelle.Moore@mlh.org>
Subject: ar137777a Religious Exemption

Where do I send more information for Influenza and Covid Religious Exemption? My Influenza page has not been updated and my email from last week went unanswered. I filled out the Vaccine Form forwarded by you on August 18 to Associate Health. My approved Religious Exemption included my accommodations.

Thank you,
Audrey Ragsdale