

COVID-19 Federal Mandate

The Centers for Medicare & Medicaid Services

As of January 6, 2023



We want to ensure that you are aware that the federal government issued a federal COVID-19 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 mandate may now impact you.

Federal Vaccination Mandates

The **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, 2022** 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 mandate.
 - **March 15, 2022** 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.

Exemptions and accommodations

We offer unvaccinated employees the option to request a medical or religious exemption. If the employee completes our process and is approved, then they can choose to undergo weekly testing or wear a surgical mask while in the office and providing client care.

Personal Choice Leave

If the employee is unwilling to be vaccinated and does not request or is not approved for an exemption, the employee will be placed on a COVID-19 Personal Choice Leave and cannot continue to work until either the mandate changes or the employee is able to comply.

Florida-specific Mandate Requirements

In early 2022, the state of Florida mandated that health care providers enrolled in Medicaid become Medicare-certified. Efforts have been made to get this regulation overturned, but at this point, the requirement to become Medicare-certified to serve our clients stands. As a result, BAYADA's Skilled Nursing Unit offices in Florida must comply with the Centers for Medicare and Medicaid Services (CMS) COVID-19 vaccine mandate outlined above.

- Receive the **first dose** of a two-dose COVID-19 vaccine or a one-dose COVID-19 vaccine by **February 28, 2023**—prior to providing services to clients.
- Receive the **final dose** of a multi-dose primary vaccination series by **March 28, 2023**.
- Provide proof of vaccination to your office at each phase of your vaccination series.

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.