

RiverSpring Living Holding Corp. and Affiliates*

Subject: COVID-19 Vaccinations And Testing For Staff, Contractors, Students and Volunteers Working at Hebrew Home at Riverdale Campus, Housing and RiverSpring LHCSA	Policy No: 8.20	Page 1 of 3
Issued: JoAnne DeVito, Vice President of Human Resources	Date: April 21, 2021	
Approved: Luz Liebeskind, CFO	Revised: October 14, 2022	

POLICY:

It is the policy of The Hebrew Home at Riverdale and RiverSpring Licensed Home Care Services Agency (LHCSA) to control the risk of transmission of the COVID19 virus to patients, visitors, volunteers and staff within the facility.

Effective immediately, New York State Dept. of Health has aligned with CMS and has eliminated the requirement that nursing homes routinely test asymptomatic staff who are "Not Up-to-Date" with their COVID-19 vaccinations. "Not Up-to-Date" means an individual who does not have their Bivalent COVID-19 Booster and only has their Primary COVID-19 vaccination(s) series.

All New employees, volunteers, licensed independent practitioners, students, contractors or vendor/agency staff who are present in the facility will be required to show proof of taking the Primary COVID-19 vaccination(s) from an outside source and if not yet vaccinated will be offered the Primary COVID-19 vaccination(s) to be taken on the Hebrew Home Campus. This is a condition of employment and assignment.

Everyone is to wear a surgical mask, applicable Personal Protective Equipment (PPE) and practice infection control protocols.

ELIGIBILITY:

All employees, volunteers, licensed independent practitioners, students, contractors or Vendors / Agency staff who are employed by Hebrew Home at Riverdale, Housing and RiverSpring LHCSA or who are assigned to these companies.

*RiverSpring Living Holding Corp., The Hebrew Home for the Aged at Riverdale, RiverSpring Health Plans, RiverSpring Licensed Home Care Services Agency, Inc., Hebrew Home Housing Development Fund Co. Inc., Hudson House Housing Development Fund Company, Inc., The Hebrew Home for the Aged at Riverdale Foundation, Inc., RiverSpring Services Corp., RiverSpring Health Senior Living, Inc., The National Alzheimer Center, Riverdale Terrace Housing Development Fund Company, Inc.

RiverSpring Living Holding Corp. and Affiliates*

Subject: COVID-19 Vaccinations And Testing For Staff, Contractors, Students and Volunteers Working at Hebrew Home at Riverdale Campus, Housing and RiverSpring LHCSA	Policy No: 8.20	Page 2 of 3
Issued: JoAnne DeVito, Vice President of Human Resources Approved: Luz Liebeskind, CFO	Date: April 21, 2021 Revised: October 14, 2022	

RESPONSIBILITY:

The Medical Department will be responsible for coordinating the COVID-19 vaccination program. Individual departments will be responsible for documentation and ensuring compliance of COVID-19 vaccination status of employees, volunteers, licensed independent practitioners, students, contractors or vendor/agency staff.

Management and supervisory staff are responsible for enforcement of this policy.

PROCEDURE:

1. All employees, volunteers, licensed independent practitioners, students, contractors or vendor/agency staff who have not received their primary COVID-19 vaccination, will be offered the opportunity to be vaccinated and must receive the first or any required next dose of the primary COVID-19 vaccine within (14) fourteen days of being hired or starting their assignment on Campus.
2. All newly hired employees when processed through Employee Health will be offered the primary COVID-19 vaccination during their pre-employment health assessment.
3. All new volunteers, new licensed independent practitioners, new students, new contractors or new vendor/agency staff who have received their primary COVID19 vaccinations, will be offered the COVID19 vaccination by their Department Leader of the opportunity to be vaccinated.
4. The primary COVID-19 vaccine will be administered free of charge to all employees, volunteers, licensed independent practitioners, students, contractors or vendor/agency staff.
5. Employees, volunteers, licensed independent practitioners, students, contractors or

*RiverSpring Living Holding Corp., The Hebrew Home for the Aged at Riverdale, RiverSpring Health Plans, RiverSpring Licensed Home Care Services Agency, Inc., Hebrew Home Housing Development Fund Co. Inc., Hudson House Housing Development Fund Company, Inc., The Hebrew Home for the Aged at Riverdale Foundation, Inc., RiverSpring Services Corp., RiverSpring Health Senior Living, Inc., The National Alzheimer Center, Riverdale Terrace Housing Development Fund Company, Inc.

RiverSpring Living Holding Corp. and Affiliates*

Subject: COVID-19 Vaccinations And Testing For Staff, Contractors, Students and Volunteers Working at Hebrew Home at Riverdale Campus, Housing and RiverSpring LHCSA	Policy No: 8.20	Page 3 of 3
Issued: JoAnne DeVito, Vice President of Human Resources Approved: Luz Liebeskind, CFO	Date: April 21, 2021 Revised: October 14, 2022	

vendor/agency staff who are vaccinated through providers other than the HHAR Medical Department will be required to submit proof of immunization to the Medical Department. Acceptable forms of documentation will be the COVID-19 Vaccination Card.

6. Each applicable Department Leader is responsible to ensure that contracts/vendors/agency workers have produced a COVID-19 Vaccination Card showing validation of receiving the primary COVID-19 vaccinations and if not they are not eligible to be scheduled to work unless and until they do so.
7. The Medical Department will establish and communicate the vaccination date and time for individuals who will be vaccinated.
8. All individuals covered by this policy must adhere to it as a condition of employment or assignment.
9. Employees who are non-compliant with this policy are subject to disciplinary action up to and including termination.
10. Volunteers, licensed independent practitioners, students, contractors or vendor/agency staff who fail to comply with this policy will become ineligible to continue in their respective assignments/positions.
11. Volunteers Department will provide a list of all current and new volunteers to the Medical Department.
12. Posters will be displayed throughout the facility at points of entry, exit and on floors to remind all employees, employees, licensed independent practitioners, student, contractors or vendor/agency staff that the Hebrew Home offers COVID-19 Vaccinations on Campus.

*RiverSpring Living Holding Corp., The Hebrew Home for the Aged at Riverdale, RiverSpring Health Plans, RiverSpring Licensed Home Care Services Agency, Inc., Hebrew Home Housing Development Fund Co. Inc., Hudson House Housing Development Fund Company, Inc., The Hebrew Home for the Aged at Riverdale Foundation, Inc., RiverSpring Services Corp., RiverSpring Health Senior Living, Inc., The National Alzheimer Center, Riverdale Terrace Housing Development Fund Company, Inc.