

To: All Staff
From: Crystal Care Center of Mansfield
Date: January 24, 2022
Subject: Update: CMS COVID-19 Vaccine Mandate

We are writing to provide information on the recently published CMS rule which requires that all staff receive a COVID-19 vaccination and the policies and procedures that we have developed and are implementing to ensure compliance with the new rule.

Why are we adopting a vaccine mandate?

The mandate is not a policy that our facility adopted on its own, we must implement it. The vaccine mandate is required by law.

I heard that a court stopped the implementation of the mandate

Recently, you may have heard news reports indicating that a federal court issued a stay on (temporarily stopped) the vaccine mandate. However, the U.S. Supreme Court recently reversed the stay, meaning that CMS can currently enforce the mandate.

When do I need to be vaccinated?

Under the CMS vaccine mandate, if you have not been granted an exemption, you will be required to have received, at minimum, the first dose of a primary series or single dose COVID-19 vaccine **by January 27, 2022, or February 13, 2022**,¹ or you will not be able to work. You will be required to be fully vaccinated by February 28, 2022, or March 15, 2022.²

Are there any exceptions to the mandate?

The only exceptions to the mandate are for staff members who may be eligible for an exemption from the requirement based upon a *medical condition* or a *sincerely held religious belief*. If you

¹ The applicable date will be determined based upon which state the Facility is located and whether it is subject to the CMS guidance located in QSO-22-07-ALL or QSO-22-09-ALL. Per QSO-22-07-ALL, the January date applies to facilities located in the following states: California, Colorado, Connecticut, Delaware, Florida, Hawaii, Illinois, Maine, Maryland, Massachusetts, Michigan, Minnesota, Nevada, New Jersey, New Mexico, New York, North Carolina, Oregon, Pennsylvania, Rhode Island, Tennessee, Vermont, Virginia, Washington, and Wisconsin. Per QSO-22-09-ALL, the February date applies to facilities located in the following states: Alabama, Alaska, Arizona, Arkansas, Georgia, Idaho, Indiana, Iowa, Kansas, Kentucky, Louisiana, Mississippi, Missouri, Montana, Nebraska, New Hampshire, North Dakota, Ohio, Oklahoma, South Carolina, South Dakota, Utah, West Virginia, and Wyoming.

² The applicable date will be determined based upon which state the Facility is located and whether it is subject to the CMS guidance located in QSO-22-07-ALL or QSO-22-09-ALL. Per QSO-22-07-ALL, the February date applies to facilities located in the following states: California, Colorado, Connecticut, Delaware, Florida, Hawaii, Illinois, Maine, Maryland, Massachusetts, Michigan, Minnesota, Nevada, New Jersey, New Mexico, New York, North Carolina, Oregon, Pennsylvania, Rhode Island, Tennessee, Vermont, Virginia, Washington, and Wisconsin. Per QSO-22-09-ALL, the March date applies to facilities located in the following states: Alabama, Alaska, Arizona, Arkansas, Georgia, Idaho, Indiana, Iowa, Kansas, Kentucky, Louisiana, Mississippi, Missouri, Montana, Nebraska, New Hampshire, North Dakota, Ohio, Oklahoma, South Carolina, South Dakota, Utah, West Virginia, and Wyoming.

believe that you may qualify for an exemption, you will be required to submit a formal request using our facility's standard form. These forms may be obtained from either Anthony Wheaton, Administrator, Natalie Barr, Director of Nursing or Angie Washington, Asst. Director of Nursing.

If you intend to request an exemption from the vaccination requirement, we encourage you to do so well in advance of the deadlines noted above.

We will continue to monitor these requirements and will provide additional information if necessary.