



Date: June 7, 2020
To: All Epic Care Physicians, Providers & Staff
From: COVID-19 Task Force, and
 Epic Care Physician & Administrative Leadership Team
Re: COVID-19 Update

In Brief:

- Epic Care's COVID-19 Safety Philosophy
- Epic Care's COVID-19 Testing Requirements
- New Vaccine Bonus Incentive for Employees
- Patient Testing Update
- California's Re-Opening on June 15

Our Safety Philosophy

Since the beginning of the COVID-19 pandemic, we have shared and consistently demonstrated our safety philosophy:

To protect and ensure the safety and well-being of our patients, staff, providers, and physicians.

Despite enormous progress over the past year, the risk of COVID-19 transmission remains and, as healthcare professionals (administrative or clinical), we are considered to have a higher risk occupation. Thankfully, we are well-trained, informed, and continue to do our part... and our effort shows with 40% of our total organization fully vaccinated. Still, with the virus remaining a threat to not only ourselves, but also our immunocompromised patients, we must do better.

For this reason, we are asking for your increased commitment over the next 8 weeks to help Epic Care improve our COVID-19 vaccination rate. We are confident this is achievable, and, until it is, regular mandatory COVID-19 testing will begin for certain Epic Care employees, including asymptomatic non-vaccinated employees who work on-site or partially remote. Here are details:

COVID-19 Testing for Asymptomatic Non (or partially) Vaccinated Epic Care Employees

Effective today, Epic Care will require regular mandatory testing for any asymptomatic non-vaccinated employee who works on-site or partially remote. If this applies to you, testing must be performed every 2 weeks. Testing can be performed anywhere testing is offered, including Epic Care. Below is the required testing frequency based on your employment and vaccination status:

Employment & Vaccination Status	Testing Frequency	Details
Asymptomatic fully vaccinated employees (copy of vaccination card must be provided)	Testing <u>not</u> required	To confirm your vaccination status, a copy of your vaccination card must be submitted to HR@epic-care.com .
Asymptomatic non (or partially) vaccinated employees who work <u>on-site or partially remote</u> .	Testing every 2 weeks	

Asymptomatic non (or partially) vaccinated employees who work <u>fully remote</u>	Testing must be performed prior to visiting any Epic Care Location	
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If you opt for Epic Care as your testing site of choice, your supervisor will schedule your regular testing appointments. If you prefer an alternative testing location, results must be provided to your supervisor as soon as your results are available. If, after August 1, you remain partially or unvaccinated, regular mandatory COVID-19 testing will continue. Employees who choose to utilize Epic Care testing services will need to contribute 50% of total cost, unless requested to test by our Safety Specialist due to symptoms or exposure.

For employees who are symptomatic or have been exposed to COVID-19, COVID-19 testing will continue according to CDC guidelines and in collaboration with our Quality and Compliance team. To review the Diagnostic Testing Policy, click [here](#).

COVID-19 Vaccination

Testing is a tool to minimize exposure and the spread of COVID-19. However, the best defense against the COVID-19 virus remains vaccination. We strongly encourage all staff to receive their COVID-19 vaccine.

Here are a few facts about the COVID-19 Vaccine:

- The Food and Drug Administration (FDA) has approved three COVID-19 vaccines
 - The **Pfizer-BioNTech vaccine** is authorized for people 12 years of age or older. It is given in 2 doses.
 - The **Moderna vaccine** is authorized for people 18 years of age or older. It is given in 2 doses.
 - The **Johnson & Johnson (Janssen) vaccine** is authorized for people 18 years of age and older. It is given as a single injection.
- These vaccines are currently under Emergency Use Authorization (EUA) and are considered to be safe and effective.
- The vaccines are still necessary even if you have previously contracted COVID-19.
- Side effects may occur after vaccination, but these are normal and should resolve within a few days.
- You are not considered "fully vaccinated" until two weeks after the 2nd dose of a two-dose vaccine or two weeks after a single-dose vaccine.
- There are multiple COVID-19 vaccination centers throughout Alameda and Contra Costa Counties. Appointments are readily available.

Still unsure? Lean on your site physician to ask for information that matters to you. Physicians will coordinate with practice managers to provide open COVID-19 vaccination discussions during site huddles. Site physicians will also make themselves available offline to answer any questions that may be more personal in nature.

In the meantime, click [here](#) to review the latest **COVID-19 Vaccine FAQ**. We thank you for doing your part to stay informed and to protect each other and our patients from COVID-19.



COVID-19 Vaccination Bonus

In appreciation of your commitment to our Epic Care mission and the strength and fortitude that you have shown for the past 15 months, we would like to acknowledge and appreciate our fully vaccinated employees. Complete your vaccination in the next two months and receive a bonus once your completed vaccine card is delivered to HR@epic-care.com. Here are the details:

- \$250 dollars bonus for vaccinated Employees who joined the organization prior to March 19, 2020
- \$150 dollar bonus for vaccinated Employees who joined the organization after March 19, 2020
- Plus, every Epic Care Location that reaches a 90% total COVID-19 vaccination rate will receive a sponsored team celebration!

Please note, proof of vaccination must be provided to HR@epic-care.com by Monday, August 2 for you to qualify for a bonus. Employees who became fully vaccinated prior to this two-month period are also eligible. Epic Care Physicians do not qualify.

Patient Testing

As you know, our in-house COVID-19 testing for patients launched in May. As a reminder, the following non-vaccinated patients, are required to test:

- Certain subsets of Epic Care patients receiving radiation treatment must undergo COVID-19 testing prior to **CT simulations**, and
- Certain subsets of Epic Care patients with a cancer treatment plan must undergo COVID-19 testing prior to initiating **chemotherapy, immunotherapy, or biotherapy treatment**.

Patients may seek testing at an Epic Care site of their choice, or elsewhere, as long as they provide a negative test result or show proof of vaccine prior to receiving the service or treatment outlined above. To better support this new process, please review the [**COVID-19 Diagnostic Testing Policy**](#).

Please let your supervisor know if you have any questions or contact [**Dayna Orange**](#) for more information.

California's Re-Opening Plan

On June 15, California will fully open its economy if certain criteria are met:

- If vaccine supply is sufficient for Californians 16 years and older who wish to be inoculated;
and
- If hospitalization rates are stable and low

Recently, the Centers for Disease Control and Prevention (CDC) stated that fully vaccinated people can resume activities without wearing a mask or physically distancing. However, these guidelines do not apply to the healthcare space. For that reason, we ask Epic Care employees to continue observing organizational guidelines on this matter.

For more information on our COVID-19 Safety guidelines, please review our Epic Care policies and procedures, tip sheets and safety protocols, located in our [**COVID-19 folder**](#).

Most importantly, please continue to leverage your daily team huddles; ask questions, share best practices, and connect with your teams. If you have other feedback or tips so leadership may better support you, please let your supervisor know or email the [**COVID-19 Task Force**](#). Thank you.