



To: All Sun Health Residents and Team Members
From: Tahlya Visintainer, Chief Operating Officer, Sun Health
CC: Joe La Rue, President & Chief Executive Officer, Sun Health
Bhakti Gosalia, Vice-President of Operations, Sun Health Communities
Wendy Pardonche, SVP of HR & Organizational Development
RE: Updated Mask Wearing Protocols and Vaccination Incentive
Date: June 18, 2021

As indicated in a memo distributed last week, the Sun Health leadership team and I are continuously monitoring the status of COVID-19 in our area and its impact on operations at Sun Health. We are pleased that the situation continues to improve. Based on this, we believe we have great news for everyone.

Sun Health is pleased to announce a change regarding the wearing of masks. **Effective Monday, June 21, vaccinated individuals will no longer be required to wear a mask in the following situations: those who live, work, or are visiting a non-health care setting; are not engaged in close-contact roles; or are in situations with others where you are sure of their positive vaccination status.**

This change applies to all Sun Health locations and is applicable to Sun Health residents and team members, as well as visitors including friends and family, clients, vendors, donors and volunteers. While it is not possible to describe every scenario, the following examples should clarify this change.

Mask-On Situations

- All non-vaccinated team members/individuals in any setting or situation.
- Team members and others who work in or visit our Health and Rehabilitation, Assisted Living or Memory Support buildings. **Masks are required PPE according to current state and federal guidelines.**
- Team members who provide direct care or work in close contact with others, such as Support Services and EMTs.
- Anyone meeting in large or small groups where social distancing is not possible and you are not sure of the vaccination status of others, such as servers during food service at lunch or dinner, or Life Enrichment team members during large events.

Mask-Off Situations

- Vaccinated team members, not involved in the scenarios stated above, in settings where they can safely unmask, including working at a desk, in small-group meetings, walking from one area to another, as well as visiting or eating in break rooms.

Important Considerations:

- Everyone is strongly encouraged to wear masks at Sun Health.
- When you are not wearing a mask, it is recommended to carry one in case you run into situation where a mask would be required or where you would feel more comfortable wearing one.
- Fully vaccinated individuals may choose to wear masks, and are encouraged to do so. Therefore, someone wearing a mask does not automatically indicate their vaccination status.

- We ask all residents to refrain from asking anyone about their vaccination status. To monitor the compliance with our new policy, members of the leadership team, who are in a “need-to-know position,” will be auditing team-member vaccination and mask wearing status regularly. Leaders may discreetly ask anyone not wearing a mask to verify that person’s vaccination status and take appropriate action where necessary.
- Team members who were vaccinated on or after April 1, 2021, are now eligible for a \$100 bonus after they are fully vaccinated and have provided proof to Human Resources.

As you may have heard, a key member of the Phoenix Suns basketball team was just declared COVID-positive after being fully vaccinated. And unfortunately, there are still a few hundred cases daily across our state, as well as variants expanding. Please continue to make responsible choices for the health and safety of yourself, those you live and work with, and the community at -large.

If you have any questions, please ask your supervisor, executive director or senior leader. You can also reach out to me at Tahlya.Visintainer@SunHealth.org.