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March 5, 2021

Resident Employment - Update

First, we want to recognize all of Marbridge's amazing families! As we approach our year anniversary of having to close the campus for a global pandemic, you have supported our mission and the tough and heartbreaking mandates we had to follow to keep your loved ones safe and healthy.

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As Texas begins to open, I know all of our residents are more than ready to leave right away. Through careful considerations with our medical personnel, senior leadership, and directors, we're going to be very calculated, erring on the side of caution, in our approach to relaxing any of the protocols put in place over the last year. We are still required to follow Texas Health and Human Safety (THHS) requirements and will ensure that our licensing is followed. We will update you through each phase of this process, so we ask your patience as we navigate the safest ways to keep ALL our residents healthy.

This memo will specifically address residents who are employed both on- and off-campus, the mandates that will be in place for employment, and for your input on your resident returning to employment.

- 1) Marbridge Employment Coordinators have already started reaching out to our employer partners to determine open positions, available positions, and procedures for getting our residents back into their employment opportunities. We will slowly and cautiously start placing residents back into their community jobs, following protocols, mandates, and guidelines beginning mid- to late-March and continue through the following weeks and/or months as guidelines and protocols allow.

2) Education Course

If a resident has an on- or off-campus job, the Training and Education (T&E) department will initially offer a weekly mandatory health education class specifically designed to enforce and remind about proper techniques related to wearing masks, hand hygiene, social distancing, symptoms of illness, and more. Though this class will initially be offered by T&E, it will eventually move to supervisors with follow-up from T&E.

3) Vaccinated Residents

At this time, *only vaccinated residents* will be able to have off-campus employment. Vaccinated residents can also have on-campus employment but will only need to Follow (A) below. If your loved one is eligible for an off-campus job, you will be asked to sign-off indicating that you understand the potential risks associated with working in the public, as well as the precautions we must take on-campus:

- A) All residents working on- or off-campus must wear a Marbridge approved and appropriate mask while traveling to and from



employment and at all times at their employment, unless they are safely eating.

- B) A work travel kit will be provided to each resident that works in the community which will include: extra masks, hand sanitizer, and helpful hints on how to work safely. Residents will be responsible for taking these kits with them for each shift worked.
- C) All residents working off-campus must receive a PCR COVID-19 test every week. These tests will be scheduled and administered through that resident's care community.
- D) If a PCR test returns a positive result, the resident must follow all isolation precautions established by THHS, Austin Public Health (APH), plus any protocols set up by that individual's particular employer.
- E) Residents working off-campus must regularly attend the education course – see #2 above.

4) **Unvaccinated Residents**

At this time, *unvaccinated residents* will be able to have on-campus employment as positions are available and if the work area has been designated as a "safe area" to work for unvaccinated residents. If your loved one is eligible for an on-campus job, you will be asked to sign-off indicating that you understand the potential risks associated with working in any capacity, as well as the precautions we must take on-campus:

- A) All residents working on-campus must wear an approved and appropriate mask while traveling to and from employment and at all times at their employment, unless they are safely eating.
- B) Residents working on-campus will be educated and closely monitored regarding mask compliance, hand hygiene, social distancing, symptoms of illness, and more.