



September 23, 2021

Dear VNSNY Partners in Care Home Health Aide ("HHA"),

As you know, New York State has issued a vaccine mandate that will apply to all HHAs, beginning October 7, 2021. Under this mandate, you must receive the first dose of a COVID-19 vaccine by this date, or apply for and be approved for a medical or, at this time, a religious exemption. If you remain unvaccinated and without an exemption at that time, you will not be permitted to work as of October 8, 2021. VNSNY Partners in Care will provide a two-week grace period to allow additional time for you get vaccinated. **You will not be permitted to work during this time and will not be paid.**

If you receive your first dose of the vaccine during this grace period, you will immediately be returned to active status and will be assigned to see patients. If you are still noncompliant as of **October 22<sup>nd</sup>**, **you will be terminated immediately** and if you participate in 1199's Benefit Plans, your benefits will end on October 31<sup>st</sup>. Should you later change your mind and decide to get vaccinated, you are welcome to return to work.

We value our employees and do not want to have to terminate anyone. We encourage you to act quickly in getting vaccinated. As a reminder, **New York City will be providing \$100** to residents who receive their first dose at a [City-run vaccination site](#). Furthermore, in accordance with New York State law, VNSNY Partners in Care will provide up to four hours of excused, paid time off from work per injection of the COVID-19 vaccine. If you have questions or need assistance finding a vaccination site, please contact the VNSNY Partners in Care COVID-19 hotline at (212) 609-4126.

Sincerely,

**James Rolla, MSW**  
Senior Vice President

