

VACCINE NEWS



December 23, 2020

Dear Employee,

We are pleased with employees' interest in receiving the COVID-19 vaccine. We believe this is an important part in stopping the spread of COVID-19. In follow-up to the [Q&A on the COVID-19 vaccine](#) we shared yesterday, we wanted to clarify important differences between Paid Time Off (PTOS) and Emergency Paid Sick Leave.

If you receive the vaccine and experience side effects and you wish to remain home, you may use your Paid Time Off Sick (PTOS) for that time off. Based on the data to date, per the CDC, there are minor side effects in the majority of those that receive the vaccine.

PTOS for vaccine side effects should not be confused with Mather's Emergency Paid Sick Leave—now extended through February 2021—which is to be used in occurrences where you have received an official isolation or quarantine order; you have COVID-19 symptoms and are seeking a medical diagnosis or test; or you are caring for a family member who is isolated or under a quarantine order.

Although we do not know which vaccine Mather communities will be given, here are some things to consider about the COVID-19 vaccines in general, from the CDC:

- FACT: COVID-19 vaccines will not give you COVID-19. None of the COVID-19 vaccines currently in development in the US use the live virus that causes COVID-19.
- FACT: COVID-19 vaccines will not cause you to test positive on COVID-19 viral tests.
- FACT: People who have gotten sick with COVID-19 may still benefit from getting vaccinated.
- FACT: Getting vaccinated can help prevent you from getting sick with COVID-19.
- FACT: Receiving an mRNA vaccine will not alter your DNA.
- FACT: You will receive the vaccine at no cost to you if given on-site at a Mather community.
- FACT: You will still need to utilize infection prevention measures after you are vaccinated.
- The first vaccines will most likely require a two-injection process, three-four weeks apart.
- There is a possibility of some side effects from receiving the vaccine that may last for 24 to 48 hours. Those may include, but are not limited to, soreness at the injection site, fatigue, fever, and flu-like symptoms.

If you have questions about how the COVID-19 vaccine may affect you personally, please seek guidance from your health care provider.

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If you have questions about or are experiencing symptoms of any kind, please contact your Human Resources representative or email bewell@splendidotucson.com.

Please take care and stay well.

Sincerely,

Mary Leary
President and CEO

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AVP of Health and Wellness Services