

September 10, 2021

Dear TCMH Community, Families, and Individuals in Care:

On behalf of the Board of Directors, the Senior Leadership Team, and myself, we want to thank you for your unwavering support and understanding during this pandemic. COVID-19 has left an unforgettable mark on society, and we are not immune to this at TCMH. We work every day to ensure the safety of the individuals in care at TCMH, our staff, and by extension our community. Collaboratively we have come this far, but the pandemic is not over.

We know mRNA vaccines provide an additional, safe, and highly effective line of defense in our efforts to reduce the spread of COVID-19 in our community. Medical experts across the world have studied the COVID-19 mRNA vaccines and have concluded that they prevent serious illness, hospitalization and worse.

As an organization we have made every effort to educate team members of the benefits of vaccination and encourage them to be vaccinated. The safety of the individuals in our care is our primary concern. We are obligated under a variety of laws to keep the people we support safe, as well as those who work in our Homes and programs. This includes taking every reasonable precaution to protect staff.

With this in mind, and with the support of our Board of Directors, TCMH will implement mandatory COVID-19 vaccination requirement for all staff, volunteers, and students effective October 31, 2021. Proof of vaccination against COVID-19 will be a condition of continued employment for all staff, students, and volunteers. The only exemption to this policy is for medical reasons and requires written proof from a physician.

We have reviewed our obligations under the Charter Rights of Canadians (Section 7 of the Canadian Charter of Rights and Freedoms) and our legal and ethical responsibilities. This policy aligns with our values as an organization and is consistent with similar policies across the health and social services sectors, including the Coalition of National Seniors' Living Operators, led by Chartwell, Extendicare, Responsive Group, Revera, and Sienna.

It is our goal to fully support all staff members to get their vaccinations.

Please Note: although strongly recommended, at present, essential caregivers and visitors are not required to be vaccinated. We ask that you consider making it your own personal practice that all guests in the Homes are fully vaccinated, for everyone's safety. As we are collectively responsible for the protection of our community, we ask you to continue to follow public health guidance in your personal lives as well.

At TCMH we will continue to do everything we possibly can to keep our Homes, the individuals in care, and our staff safe. If you have any questions, please reach out to me or to the Executive Directors at Aldaview Services, Greenwood Court, or Nithview Community. Contact information can be found at the bottom of this letter.

Sincerely,



Dr. Steven Harrison  
CEO, Tri-County Mennonite Homes