

Staff Update | September 16, 2020

www.goodwinhouse.org/staffupdate

Update on COVID-19 Cases as of Wednesday, September 16:

GHA	GHBC
Residents: 0 resident cases	Residents: 0 resident cases
Staff: 2 staff cases, 0 pending test results to return to work	Staff: 0 staff cases, 1 pending test results to return to work

Hero Differential and Living Wage Adjustment Updates

Since the pandemic began, Goodwin House employees have stepped forward as heroes, braving a virus to come to work every day. You learned new infection precaution practices and how to wear PPE. You cared for residents, members and each other with heart and soul. Thanks for being heroes!

As an expression of our gratitude, Goodwin House implemented a Hero Differential pay in April for most of our staff members. Though other organizations focused on a short-term pay differential, Goodwin House said we would commit to a differential through October 24, and we have.

As October approaches and the Hero Differential pay concludes, we will begin implementing the next round of wage adjustments in our plan to increase our minimum wage. Here are the details:

- Beginning October 25, no Goodwin House staff member will earn less than \$15.50 per hour and no clinical staff member will earn less than \$17.75 per hour.
- By 2023: The GH minimum wage for clinical staff will be \$20 an hour and the minimum wage will be \$18 an hour for all non-clinical staff.

All staff members working in Environmental Services and Dining Services, as well as CNAs/Care Partners in Hospice, Home Care, Assisted Living and Health and Wellness, will receive a letter from Human Resources. That letter will explain how the new wage adjustment impacts you specifically. Letters will be distributed the week of October 12, 2020.

On behalf of our residents, members, Board of Trustees and management, thank you to every one of the Goodwin House staff heroes for your service!

Financial Assistance Grants from the Foundation

We are offering confidential financial emergency assistance grants of up to \$500 for anyone who is experiencing a personal crisis, significant hardship or catastrophic event. These grants are available for full- and part-time employees. The attached document provides more information and includes the application form. Contact Valerie Burke with questions at vburke@goodwinhouse.org.

Video Message from President & CEO Rob Liebreich

It's hard to believe that fall is here, and that for more than six months staff have been stepping forward in remarkable ways to serve residents, Goodwin House at Home members and the patients of Goodwin House Hospice and Home Health. Thank you all for your tremendous dedication.

President & CEO Rob Liebreich wanted to send a message to everyone in the Goodwin House family. He's recorded a special message to residents, members and staff. Rob's key themes are gratitude, celebrations and planning for the fall and vaccines when they are available. [You can view Rob's message here.](https://youtu.be/WfIbWljaFP8) <https://youtu.be/WfIbWljaFP8>

Why Are We Testing So Often?

We have been conducting COVID-19 testing more often since early September. Why? Goodwin House is following protocols established by the Centers for Medicare and Medicaid Services (CMS). CMS has enacted new requirements that mandate twice weekly testing for nursing facilities in counties with a positivity rate of 10% or greater. CMS testing protocols apply to Health Care Center staff.



All other staff will be tested based on our established protocols: direct care workers will be tested every other week and non-direct care workers will be tested monthly. By testing more often, we can identify staff who have COVID-19 and may be asymptomatic. Earlier detection can reduce the spread of the coronavirus. We appreciate your continued patience and understanding. We all look forward to the day when testing on a regular basis is no longer necessary.

Our Home Health Services Team Helps People Recover at Home

The current pandemic has presented us with opportunities to find new and different ways to serve. Our colleagues in Home Health Services did just that! They found a solution for older adults who needed skilled nursing and wished to reduce their risk of exposure to COVID-19. Earlier this year, they launched a step-down program called "Fast Track Home" that delivered care and services to people in their homes rather than in the skilled nursing communities where patients are typically admitted post-hospitalization. The Goodwin House Home Health Services team provided care within 24 hours of discharge from the hospital, and the services included additional nursing and therapy visits, as well as increased oversight to help ensure patients had a successful recovery at home. Thanks to this dedicated team, people were able to recover in their own homes, which reduced their risks of exposure to the virus.

*We are committed to keeping residents and staff healthy.
Thank you for your efforts to keep our community infection-free.*



COVID vs. Flu — Here's How to Tell the Difference

As we prepare for flu season, keep in mind these top tips from a recent article in *The Wall Street Journal*. <https://on.wsj.com/2RByFVW>

- **Fevers:** While fevers are a symptom for both the flu and COVID-19, fevers caused by COVID-19 tend to cause chills and major discomfort, even if they're not very high.
- **Typical Symptoms:** COVID-19 is often indicated by shortness of breath, pneumonia and continued fever. Symptoms like nasal congestion and runny nose may be possible with COVID-19, but are highly unlikely to be the primary — or only — symptoms. Wet coughs are more prevalent with colds, but dry coughs, especially when accompanied by a loss of taste or smell, can indicate you have COVID-19.
- **Symptom Onset:** Flu symptoms tend to appear one to four days after exposure. COVID-19 symptoms often appear five to seven days after exposure, or sometimes as long as 14 days after exposure.
- **Will the Flu Vaccine Help?** Yes. Getting the flu vaccine is especially important this year. If you're vaccinated and still become sick with the flu, the vaccine can lessen the duration and severity of symptoms, keeping you out of the ER and decreasing the strain on the health care system. The vaccine also helps prevent the spread of flu to others, including babies and medically vulnerable people who can't get a flu shot. While the flu shot won't protect you from COVID-19, getting vaccines strengthens the immune system. Getting the flu shot may also help doctors make a correct diagnosis if you develop symptoms.



Join Our Virtual Parade of Cultures

This year, instead of our usual “Holidays Around the World” celebration, we are hosting a Virtual Parade of Cultures. We are collecting photos and videos of staff members who wish to share something about their cultural connections. See the attached flyer for details, and send in your submission by September 25!



The Spire is Now Leasing!

The Spire, a new apartment community located right next door to GHA, is now leasing and will open in Spring 2021. The community features 113 apartment homes in a mixture of one, two and three-bedroom apartments. Rents range from 30% to 60% of the area median income. The apartment homes are complete with upgraded appliances and spacious floorplans. To apply, please visit the [leasing webpage](#). For questions, please contact thespire@aptleasing.info. <https://rb.gy/czrnry>

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Infection Precaution