

August 27, 2021

To all Glendelle Retirement Living Residents, Family Members and Friends of Residences,

We are very proud of every staff member who has stepped up to get vaccinated. They have strengthened our protection against COVID-19 for residents, team members and visitors to our residences. We have achieved a voluntary staff member vaccination rate of **99% first dose and 96.5% second dose**. Throughout the pandemic, the dedication of our staff has not waivered but we have to do more to provide the best protection possible for our residents and each other.

The fourth wave is upon us and vaccines are our best line of defense against COVID-19. We see that evidenced by the high percentage of current infections amongst unvaccinated or partially vaccinated individuals. With rising rates of infection in the community, unvaccinated team members are more likely to bring the virus to work – our residents’ home.

Team Member Vaccinations

Effective **October 12, 2021**, proof of full vaccination will be required to work at any Glendelle Retirement Living property. Many of the health care leaders across the country are also taking this same stance in order to support towards a fully vaccinated health-care workforce across Canada. While vaccines are not provincially mandated in Ontario and Alberta, we will continue to exceed guidelines and directives where we are able and see fit, to best protect the health and safety of our residents. Staff members who are not fully vaccinated as of October 12th, 2021 will be placed on an unpaid leave of absence. Full vaccination will also be required for all new hires, agency personnel, volunteers and students. We have put in place guidance and support at each of our residences to assist our unvaccinated staff to help them achieve this mandate. We are confident that our staff will continue to act in the best interest of our vulnerable population and will work to achieve full vaccination across all of our residences.

Resident Vaccinations – Third Doses

Ontario’s Chief Medical Officer of Health announced that the province will begin offering third doses of the COVID-19 vaccine to those at highest risk, including residents of long-term care homes and higher-risk retirement homes. Those residents will be eligible to receive their third dose 5 months after their second dose, providing them with an added layer of protection against the Delta variant. At this time, we have not yet been contacted by local health units to set up vaccine clinics, nor do we have the guidelines for determining what a higher-risk retirement home means. We will be in touch as soon as we are in receipt of further details regarding accessibility and timelines for third doses.

In addition to mandating vaccines for our team members and in anticipation of third doses for residents, we are counting on you to get vaccinated for your own health, the health of your loved ones, and Canada's seniors.

Sincerely,



Steve Strong
Chief Operating Officer
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