



The ROGERSON RECORD

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Summer ■ 2021

Proud at Rogerson

VACCINATION PRIDE

Since the beginning of the Covid pandemic, Rogerson's priority has been to protect our residents, participants, and staff as best as possible from this deadly virus. After months of discussions and careful consideration, Rogerson's Board of Directors has voted unanimously to immediately implement a policy that mandates the Covid vaccine for all Rogerson employees as a condition of employment. This policy will be effective as of July 29 and all employees must be fully vaccinated or present a qualifying exemption (medical or religious) by October 1, 2021.

Healthcare institutions across the Commonwealth and the nation are issuing comparable vaccine mandates. The vaccine mandate requires all staff to receive both of their 2 vaccine doses by October 1 (unless they are given the single shot Johnson & Johnson vaccine). Proof of vaccination will be required by Human Resources. Staff who require a medical or religious exemption should work with Human Resources to secure approval.

In the next 8 weeks leading up to the October 1 deadline, Rogerson will continue to provide information and opportunities for vaccination as well as necessary time off to accommodate staff scheduling their vaccinations.

Rogerson's Board and leadership feel that mandating vaccination is our most effective way to minimize risk and honor our mission of keeping seniors and staff safe.

If you have any questions or concerns, please reach out to Human Resources. Together we will do everything possible to protect those we serve. for all you do!



and direction from all staff that will help guide DEI efforts.

Initially, the DEI Committee will include reviewing and updating the Rogerson Employee Handbook, recommending gender neutral bathroom signage and protocols, creating racial and cultural diversity events and celebrations, and organizing the Rogerson Town Hall meeting to engage staff and create a forum for dialogue.

Any staff who are interested in being part of the DEI working groups for upcoming initiatives can contact Jeff Walker, at walker@rogerson.org or 617-469-5809.

Your Ideas Matter...
Rogerson Record is a newsletter for ALL Rogerson employees. Please send a note to walker@rogerson.org call 617-469-5809 with ideas about what else you'd like to read about in this newsletter.

Continued Inside -

REOPENING PRIDE

Rogerson's properties and programs have carefully resumed the use of community spaces and the operation of programming that had previously been halted during the pandemic. With guidance from the CDC and the State Department of Public Health, Rogerson has thoughtfully redesigned certain program spaces and provided additional layers of protection by creating sanitation, social distancing and masking protocols for staff, residents, participants, and visitors.

With nearly 100% of senior residents and program participants vaccinated, Rogerson is again providing supportive health services and opportunities for enriching and vital community engagement essential to the social, emotional, and physical wellness of those we serve.

Rogerson is incredibly grateful to our team of committed professionals who helped see us through this historic time.



Springhouse celebrated safely reopening community spaces with a Pride Month celebration for residents and staff.



Rogerson House Day Program participants safely returned to structured activities and art therapy.

Congratulations to New Hires & Promotions!

New Hires:

Gwen Friend	Registered Nurse
Judith Gabbidon	Licensed Practical Nurse
Tara Gall	Art Therapist
Natalie Gallucci	Therapeutic Rec. Assistant
Victor Burgos	Live in Maintenance Staff
Esohe Idehen	Licensed Practical Nurse
Carol Jones	Program Assistant
Kevin Lowre	Director of IT Operations
Kelly McDonald	Dietary Staff
Hassan Paige	Maintenance Staff
Aysha Peralta	Resident Service Coordinator
Nezer Porter	Maintenance Staff
Michael Quirk	Executive Director
Charlotte Rice	Recreation Staff
Michael Mongeau	File Clerk

Rogerson House
Rogerson House
Rogerson House
Rogerson House
Longfellow House
Rogerson House
ADH
Admin
Rogerson House
Council Tower
Council Tower
Council Tower
Briarwood Community
Rogerson House
Administration

Grisselle Ubilez
Jonathan Emma
Elenora Geyer
Russell Dupont
Elizabeth Mecado
Sativa Unger-Laffin
Tyreque Atkins
Ancy Valbrun

Property Manager
IT Customer Relationship & Microsoft Product Manager
Sr. Property Accountant
Driver
LPN
Program Assistant
Dietary aide
Care Partner

Spencer House
Admin
Admin
ADH
ADH
ADH
Rogerson House
Rogerson House

Promotions:

William Burgos	Network Systems Engineer	Admin
Angela Goodwyn	Staff Accountant	Admin
Lucy Konyk	Accounts Payable Lead	Admin
Anllelina Soto	Assistant Property Manager	Longfellow House



Message From Walter J. Ramos, Rogerson's President & CEO

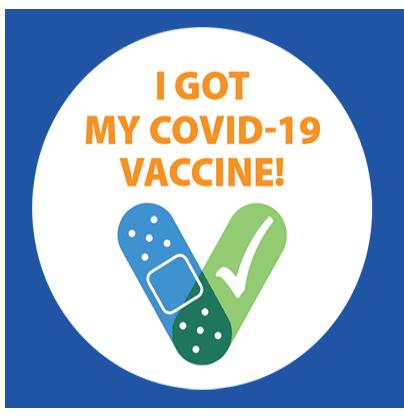
With Pride and Joy

There are so many reasons to celebrate this season - the increasing vaccination of our staff, the progress of our Diversity, Equity, & Inclusion efforts, recognition of Juneteenth and other critical celebrations, and the incredible diversity of our residents and staff. Rogerson's work on behalf of our racial and cultural diversity, as well as our LGBTQ elders and staff, is part of a foundation upon which Rogerson is strengthening our workforce and service model for the future.

Rogerson, like much of the world surrounding us, has a distance to go yet, but we are intent on doing the thoughtful work to get there. Not only will we need the support and participation of everyone - we will benefit from it. I invite all of you to join in this work. There will be many upcoming events and initiatives and your involvement is what will make this work a success. It's you we want to hear from and you we want to talk with. It's your experience we want to celebrate and your experience we want to harness for the good of the seniors we serve. Your uniqueness, your difference, and your life experience are the legacy we want to lift up and the qualities that make Rogerson unlike any other place.

Rogerson has also partnered with LeadingAge organizations around the nation to advocate for funding that will support staff who work in senior care in addition to creating more affordable housing and supportive health services for seniors. We have made great progress in getting lawmakers to support this funding and we are excited to see our advocacy and leadership make a difference in the national and State levels of senior care.

Please join me in celebrating Pride and our many reasons to be proud of all our amazing staff and residents. You are critical to Rogerson's exceptional workforce - one of Pride and Joy to me, our community, and our seniors.



Rogerson's Mandatory Vaccination Policy

Effective July 29, 2021

Purpose

In accordance with Rogerson Communities' duty to provide and maintain a workplace that is free of known hazards, as well as our mission to protect our participants and residents, we are adopting a mandatory COVID-19 vaccination policy. This policy is meant to safeguard the health of our employees, the families and visitors we serve, and the community at large from COVID-19, which may be reduced by vaccinations. This policy will comply with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention and local health authorities.

Scope

All Rogerson Communities employees are required to receive COVID-19 vaccinations through full vaccination status. Unless a reasonable accommodation is approved, employees not in compliance with this policy will be placed on unpaid leave until their employment status is determined by the human resources department.

Procedures

Employees are expected to provide proof of final dosage of vaccination to Human Resources by October 1, 2021. Employees are to work with their managers to schedule appropriate time to comply with this policy. All employees will be paid for time taken to receive vaccinations.

Prior to the aforementioned deadline, employees will be required to provide either proof of complete vaccination or an approved reasonable accommodation to be exempted from the requirements.

Reasonable Accommodation

Employees in need of an exemption from this policy due to a medical reason, or because of a sincerely held religious belief must submit a completed Request for Accommodation form to the human resources department to begin the interactive accommodation process as soon as possible after vaccination deadlines have been announced. Accommodations will be granted where they do not cause Rogerson Communities undue hardship or pose a direct threat to the health and safety of others.

Unavailability of Vaccine:

In the event of a COVID-19 vaccine shortage, Rogerson Communities will re-evaluate deadlines as deemed necessary.

Please direct any questions regarding this policy to the human resources department.