

Minutes

BOARD MEMBERS PRESENT

Lori Penner
Jeff Yarrow
Richard Cott
Sandy Fox
Terri Parry

OTHER PERSONS PRESENT

Austin Gillard, CEO
Cindy Rush, HR
Mary Jensen, Recording Secretary
Joel Mason, Attorney

CALL TO ORDER

Lori Penner called the meeting to order at 8:00 a.m.

NEW BUSINESS

- a. COVID-19 Vaccination Policy - Austin Gillard presented the COVID-19 Vaccination policy that was approved by Medical Staff on November 16, 2021. It does include the opportunity for medical and religious exemptions, accommodations for those who have been granted exemptions, and steps that will be followed for failure to comply. Note the gracious progressive disciplinary steps below:
- Failure to Comply:*** *Employees who fail to comply with vaccination requirements and deadlines, including submitting the appropriate documentation for an exemption request, will be subject to the following steps:*
- *Step 1. Non-compliance by December 6, 2021: Coaching and education plus a documented Verbal Counseling and 2 weeks to come into compliance.*
 - *Step 2. Failure to comply within 2 weeks of Step 1: Coaching and education plus a Written Counseling and 2 weeks to come into compliance.*
 - *Step 3. Failure to comply within 2 weeks of Step 2: Coaching and education plus a Final Written Counseling and 2 weeks to come into compliance.*
 - *Step 4. Failure to comply within 2 weeks of Step 3: Coaching and education last chance and 1 week to come into compliance or termination of employment.*
- Please note that this process will be treated as separate from other disciplinary processes. This means employees already in the disciplinary process will have a separate disciplinary track and may not move to the next level of the discipline process as a result of non-compliance with the COVID-19 vaccine requirement.*
- After discussion, motion made by Richard Cott, seconded by Terri Parry, to approve the COVID-19 Vaccination policy as presented with the understanding that failure to comply will have a separate disciplinary track. Motion carried 4-0.
- b. Retention Bonus - Austin Gillard updated the board on the number of current team members unvaccinated and vaccinated, how many team members accepted the retention bonus, and the number that did not. Discussion followed on the Employee Retention Agreement and the COVID-19 vaccination CMS mandate. After discussion, motion made by Sandy Fox to enforce the 2021 Employee Retention Agreement. The motion failed due to lack of a 2nd. Additional discussion followed. Motion made by Jeff Yarrow, seconded by Terri Parry, to not require employees who are unvaccinated and are not granted a religious or medical exemption, and are terminated because of the policy, will not have to repay the retention bonus they previously received. This does not include the sign-on bonuses, only the retention bonus paid in October. Motion carried 3-1.

The meeting adjourned at 8:43 a.m.

Minutes recorded by Mary Jensen