



GOODWIN HOUSE

April 23, 2020

Dear Goodwin House Residents and Goodwin House at Home Members,

From the start of the COVID-19 pandemic, you have shown your ability to adjust and support each other and our staff members through this challenging time. Thank you. I am grateful that as of today, we have no residents or members with COVID-19. While grateful, we are also mindful of what is required to keep you and our staff safe.

As advised by the local health departments, in-line with other health organizations, and for your safety and the well-being of those around you, we recently made the difficult decision to require staff members who work for more than one health care community to choose just one place of employment during the COVID-19 pandemic. As part of this decision and as an additional measure to keep the virus out, we are requiring staff who work in another job that brings them into regular contact with anyone other than their household members to commit to either Goodwin House (GH) or their other employer.

We are asking all staff members to select their sole employer by the end of Sunday, April 26.

With nearly 1,000 staff members serving as part of our Goodwin House family, we anticipate a transition of 100 staff members to other employers. The majority of these 100 or so staff members work part time or on an as-needed basis for Goodwin House while working full time at another employer.

Of the more than 650 full-time staff, we anticipate that we will see around 10 of them transition to their other employer.

For those staff who choose to work elsewhere, we look forward to reuniting with them in the future and give them our gratitude for their service to Goodwin House.

We expect to meet the needs of our residents and members through the hiring of new staff combined with our existing dedicated staff.

We understand this decision might create a financial burden for some of our staff, and Goodwin House has implemented a number of programs to assist all staff during this difficult time. These staff supports include grants from our Foundation, a Gratitude payment, and, for many, an increase in hourly pay for at least the next six months.

To support those staff who choose to stay with Goodwin House, we are allocating an additional \$2 million to payroll and Gratitude pay, with another \$1 million towards the purchase and supply of PPE (personal protective equipment) and resources to fight this virus over the next six months. Our goal is to cover these additional expenses without overly burdening our residents or members.

If you have questions or thoughts about this decision, please e-mail me at rliebreich@goodwinhouse.org or call 703.824.1185.

In Service,

Rob Liebreich, President and CEO of Goodwin House

P.S. We support your safety and well-being through ensuring the safety and well-being of our staff members who commit to Goodwin House. We are a very strong organization and will see it through these challenging times together. Stay well!