



April 20, 2020

Dear Bellin Healthcare Worker,

The health, safety and wellbeing of our team is our top priority. In alignment with our Best People & Teams strategy, Bellin believes it is important for team members to be aware of the risk factors for severe illness from COVID-19. We want to ensure you are informed of these risk factors so that we can work together to keep you safe during this pandemic.

Team members with any of the following are at higher risk of severe illness if they contract COVID-19:

- Age 65 and older, regardless of medical history
- People with chronic lung disease or moderate to severe asthma
- People who have serious heart conditions
- People who are immunocompromised
- Severe obesity (BMI 40 or higher)
- Diabetes
- Chronic kidney disease undergoing dialysis
- Liver disease
- Other medical history, as determined on a case-by-case basis

If you have any of the above risk factors, or are unsure if you are at risk, Bellin recommends having a telephone visit with your Primary Care Provider (PCP) to discuss your risk of severe illness. Your PCP can provide you with specific recommendations for your work assignment. Examples may include:

- Limiting or restricting activities with high risk of COVID-19 transmission, such as
 - Caring for or attending to known or suspected COVID-19 patient(s)
 - Entering COVID-19 patient room
 - Performing or being present for aerosol-generating procedures (examples: intubation, airway suction, tracheostomy, nebulizer treatments, sputum induction, bronchoscopy, chest physiotherapy, high frequency oscillatory ventilation, positive pressure ventilation [BiPAP and CPAP]).

At this time, we have limited information about COVID-19, and how it may affect pregnant women and infants. Pregnant team members are encouraged to have a telephone visit with their OB Provider to discuss any concerns.

In addition, if you live with someone who has any of the above risk factors, you may also wish to discuss this with your PCP.

Bellin Employee Health and Human Resources will work with individual team members to address any recommendations provided by your PCP. As a reminder, Bellin has already relaxed its leave and other policies during the COVID-19 emergency to assist in ensuring your safety.



This guidance applies to all Bellin Team Members, including employees, providers, contracted workers, and volunteers. While this guidance is a recommendation, to maintain the Best People & Teams at Bellin, it is not mandatory. As a reminder, specific medical conditions are not disclosed to Bellin.

For questions regarding this communication, please email: employeehealthservices@bellin.org.

For questions regarding requesting a leave after speaking with your provider, please email: FMLAorPLOA@bellin.org.

Employee Health Services
Human Resources