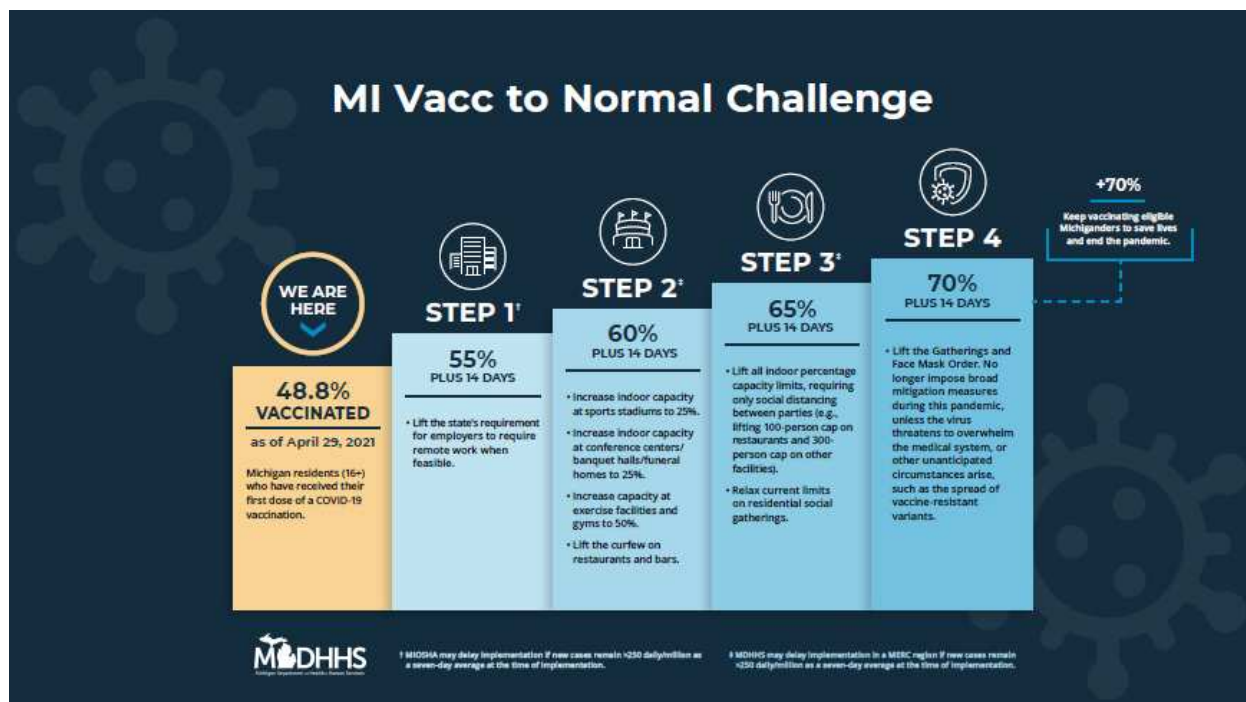


Changes To Executive Orders, Vaccination, and Employer Policies

Dear friends,

The Governor recently unveiled a plan developed in consultation with Michigan's Legislature regarding the changing COVID-19 landscape.



Currently, about half of Michiganders have received at least one vaccine. Here are the details of the plan:

55 percent of Michiganders vaccinated (4.5 million residents), plus two weeks

- Allows in-person work for all sectors of business.

60 percent of Michiganders (4.8 million residents), plus two weeks

- Increases indoor capacity at sports stadiums to 25 percent
- Increases indoor capacity at conference centers, banquet halls, and funeral homes to 25 percent
- Increases capacity at exercise facilities and gyms to 50 percent
- Lifts the curfew on restaurants and bars

65 percent of Michiganders (5.3 million residents), plus two weeks

- Lifts all indoor dining capacity limits, requiring only social distancing between parties.

- Further relaxes limits on residential social gatherings

70 percent of Michiganders (5.7 million residents), plus two weeks

- Lifts the Gatherings and Face Masks Order unless unanticipated circumstances arise, such as the spread of vaccine-resistant variants

What does this mean for our churches? Well, as you know, religious worship has been exempt in Michigan since the start of the pandemic. However, the capacity restrictions may be in place for other church-sponsored activities such as social events. The Governor's statement indicates these restrictions may soon be lifted.

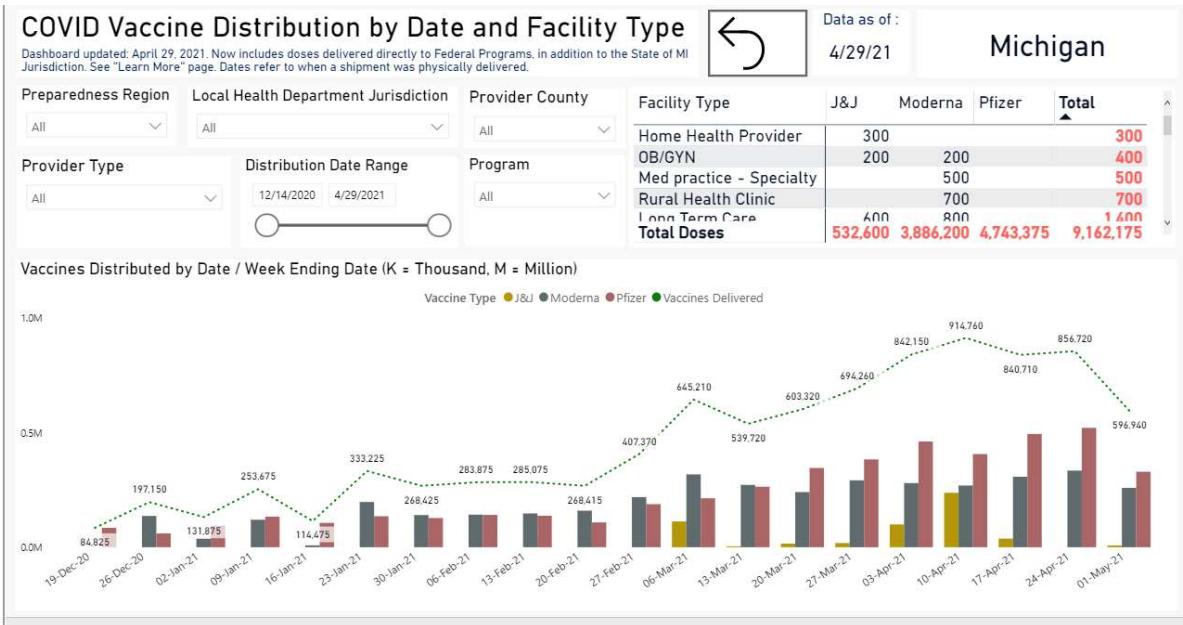
The earliest change would be to returning to in-person work. The current MIOSHA guidelines do not allow an employer to mandate that an employee come into the office unless the work cannot "feasibly" be completed at home. The Governor indicated that all sectors will be "allowed" to return to in person work two weeks after 55% of the population has been vaccinated. It is somewhat ambiguous whether an employee can be mandated to return to the office at that time, but in the absence of additional information or guidance, I would say that an employer can probably require the employee to come in unless the employee presents evidence of a disability requiring reasonable accommodation.

Can an employer require an employee to be vaccinated? The short answer is yes, unless the employee has a religious or disability reason for choosing not to be vaccinated, in which case the employer must provide a reasonable accommodation for that employee. However, most governmental and human resources authorities indicate that the "carrot" is better than the "stick" approach in this regard. That is, providing employees with additional paid time off for getting the vaccines and offering an additional incentive, such as a gift card to a pharmacy, when the employee presents evidence of being fully vaccinated, is the more effective strategy. I have provided a sample vaccination policy for Sessions based on a policy adopted by the City of Milwaukee.

When do we think 55% of Michiganders will be vaccinated? Well, first off, based on the Governor's statement, it will be based on 55% of adults over 16 receiving the first dose. The delivery trend for vaccines from the state's website indicates that we are currently averaging somewhere between 500k and 1m doses per week. About half of those are second doses, so for new vaccinations, that's 250k-500k new doses per week.

On the one hand, people may be incentivized to get vaccines based on this new guidance. On the other hand, the most vaccine-compliant individuals have already been vaccinated, and the remaining populations are vaccine-hesitant, vaccine-resistant, or have other difficulties that are causing them not to be vaccinated against COVID-19. Therefore, if we use 333k/week as an estimate, with 1m people getting vaccinated every three weeks, we will hit 4.4 million or 55% in about 1-2 weeks, meaning in person work can resume in 3-4 weeks or about June 1. Using that

same rate, it will take three and a half more weeks to get to 5.6 million or 70%. That means by about July 1 mask mandates and capacity restrictions will be lifted.



Good news to be sure for our churches. Life will certainly never be the same now that COVID-19 is among us. However, we can rejoice and give thanks that we will soon be able to be together with our siblings in Christ.

Grace and peace,

Marianne Grano, Stated Clerk, Presbytery of Detroit

COVID-19 VOLUNTARY VACCINATION POLICY

Effective DATE 2021

PURPOSE

In accordance with the church's commitment to provide and maintain a workplace that is free of known hazards, this policy is to safeguard the health and wellbeing of church staff, members, and the community we serve, from COVID-19 through an effective vaccination policy and protocol.

The church strongly encourages employees to receive the COVID-19 vaccination as soon as possible. This policy complies with applicable laws and is based on guidance from state and federal agencies as applicable.

SCOPE

This policy applies to all church employees. It is recommended that church members also become vaccinated for their health and for the well-being of our entire community, however, we will not ask any church member for proof of vaccination or impose any requirement for attending our services.

GENERAL REQUIREMENTS

Receiving a COVID-19 vaccine is completely voluntary for all employees.

Following CDC guidance, all employees, regardless of vaccination status, are required to comply all applicable laws and policies, including laws and policies regarding face covering policy and other safety measures such as hand washing and daily screenings until further notice.

VACCINATION PROCEDURE

All Michiganders now have the opportunity to schedule and receive vaccinations through a wide variety of organizations including healthcare providers, community clinics, local pharmacies, etc. Employees can use the CDC tool, www.vaccinefinder.org to help locate available vaccine providers in their area who are open to the public.

Employees will be asked screening questions before receiving the vaccination and may be advised not to receive the vaccine based on their responses. Employees may be required to sign vaccine consent forms or other documentation depending on where they receive the vaccination. There will be no cost to the employee to receive the vaccination.

Employees are eligible to get the vaccine regardless of previous infection status and whether or not they have had COVID-19. Employees who are currently infected with COVID-19 should defer getting the vaccine until they have recovered from any acute illness associated with the infection (if they had symptoms) and criteria have been met for them to discontinue isolation. Employees who are pregnant or trying to become pregnant, those who are breastfeeding and those with

other medical conditions should discuss the risks and benefits of the vaccine with their healthcare provider before receiving it.

WORKPLACE POLICIES AND INCENTIVES

The availability and/or receipt of a COVID-19 vaccination may necessitate review of a high-risk employee's ongoing need for a reasonable accommodation. Each employee's situation will be evaluated independently in light of that employee's specific circumstances.

Employees are permitted to receive the vaccination while on paid work time. Employees may receive an additional total 72 hours of paid leave in order to receive the vaccine and for recuperation if necessary. If an employee already received COVID-19 vaccinations, the employee may request additional time off to compensate for the vaccines already received and any recuperation necessary.

Additionally, employees who present proof of full vaccination to NAME/POSITION will receive a DOLLAR AMOUNT gift card to PHARMACY OR OTHER RETAILER.

When state guidelines are lifted regarding in-person work and face coverings, each employee's situation will be evaluated by PERSONNEL/SESSION on a case-by-case basis. Employees who choose not to be vaccinated, including those claiming a reasonable accommodation for religious or disability reasons, may be required to continue wearing face coverings and abiding by other additional protocols in order to keep the church and its community safe.

SIGNATURE INDICATING RECEIPT OF POLICY

I have received the church's vaccination policy and agree to abide by its directives.

| | |
|------|------|
| NAME | DATE |
|------|------|

Please choose one:

I have received COVID-19 vaccinations and have presented proof to NAME of being fully vaccinated. I have requested additional hours of paid time off through the appropriate channels due to my recuperation.

| | |
|------|------|
| NAME | DATE |
|------|------|

I plan to receive COVID-19 vaccinations on or before the date of _____. I have requested paid time off through the appropriate channels.

| | |
|------|------|
| NAME | DATE |
|------|------|

I choose not to receive COVID-19 vaccinations for a reason that IS NOT religious or related to a disability. I understand that I may be subject to additional requirements to keep our community safe.

NAME

DATE

I choose not to receive COVID-19 vaccinations for a reason that IS religious or related to a disability. I understand that I may be subject to additional requirements as a reasonable accommodation in the workplace.

NAME

DATE