

LEXINGTON HAPPENINGS



SPECIAL BULLETIN: COVID-19 UPDATES

FRIDAY, APRIL 3

MESSAGE FROM SHALONI



Dear Lexington staff members,

As we go through this very unusual time, I want to be sure to keep you updated. I hope each of you is doing well, as are your families.

I was informed yesterday that one member of our Lexington family has been diagnosed with COVID-19. Bonnie is a beautiful, kind and friendly lady who lives in one of our homes in Albany. She has underlying medical issues and is currently in serious condition at St. Peter's Hospital. Please keep her

full recovery in your thoughts and prayers.

The Albany Health Department felt no further testing was necessary at this time as no one else was symptomatic. They asked us to monitor everyone closely, use masks and gloves, and be extra diligent about following quarantine and sanitation measures. I am very grateful and thankful to all the staff who work at the house for how they received the news and their dedication to helping everyone get through this. I was so impressed, though not surprised, when I heard that their immediate concern was for Bonnie and the well-being of everyone they support at the house. I am thankful to the nurses who immediately prepared for the use of personal protective equipment and monitoring of the symptoms of everyone, both people who live there as well as the staff. We have also provided masks and gloves to the staff for their personal use at their home during this monitoring period.

In all of Lexington, there are no other confirmed cases of COVID-19. A few people we support and employees are under a precautionary quarantine because of various symptoms of illness. All are doing well.

I want to assure you that we continue to be extremely diligent in our preparation and planning for managing this unprecedented time. We were not preparing for IF it affected Lexington, but rather WHEN, as we fully expected that it would affect members of the Lexington family at some point. As we do during regular flu season, we go above and beyond to prevent illness, contain its spread and care for those who become ill. Our goal with COVID-19 is the same. We are going above and beyond to prevent it from affecting Lexington, but when it does, we will go above and beyond to contain it and take care of those that become affected.

An area where we have made good progress in during the last week is in procuring more medical supplies. We have enough surgical masks now that we will be able to provide all employees with one mask each week. We are asking you to take special care of these as we need them to last a week. We will also be asking for use of gloves anytime you are in the presence of people we support. These measures will go into effect on Thursday, April 9, as we need a few days to distribute supplies and provide training for proper use. Please remember that these measures are precautionary in nature to PREVENT the spread of the virus. The locations where we have people with extremely frail medical conditions or those who are under special procedures for medical needs have separate instructions for use of personal protective equipment from medical staff.

We are also having community volunteers and a group of Lexington staff make homemade masks. As soon as we have enough of them, we will distribute them for use in this order: 1) encouraging people we support to wear them; 2) providing them to employees to wear over the surgical mask to extend the life of the surgical mask; and 3) providing them to employees for their personal use outside of work.

I can't thank you enough for what you are doing to help the Lexington family rise above this situation. I have seen and heard of countless examples of each of you, no matter what function or role you play at Lexington, going above and beyond for people we support and for each other. As a small token of gratitude to you, we are offering one evening where you don't have to stress about dinner. Every employee who worked any hours during the last two weeks is eligible for a certificate for dinner up to \$40 at a number of restaurants. This certificate will be in your paycheck/paystub that has been mailed to you. Please look for it and use it before May 1.

Thank you for your support to everyone we are responsible for at Lexington and to each other. Please take care of yourselves, your family and the Lexington family.

With gratitude,

Shaloni

COVID-19 RESOURCES AVAILABLE TO EMPLOYEES

You may have heard of some benefits available to you because of new laws passed to support the workforce across our country during the COVID emergency. This can be a confusing time and we hope the following information is helpful to you.

ECONOMIC IMPACT PAYMENTS: The federal government will be sending out relief checks to many people, as follows:

- \$1,200 - if you file your taxes individually and have an "adjusted gross income" of no more than \$75,000
- \$2,400 - if you file as a married couple with a joint return and your income is no more than \$150,000
- Parents also receive \$500 for each qualifying child

Checks should begin to be issued around the third week of April. For more information, visit <https://www.irs.gov/newsroom/economic-impact-payments-what-you-need-to-know>.

STATE & FEDERAL TAX RETURNS: Normally, personal income tax returns must be filed by April 15 each year. Due to the COVID emergency, NYS and the federal government have extended this deadline until July 15, 2020. In New York, if you had tax payments due on April 15, those may also be deferred until July 15, 2020, without penalties or interest. For more information, visit <https://www.tax.ny.gov/press/alerts/nys-tax-response-to-covid-19.htm>.

EVICCTIONS & FORECLOSURE PROCEEDINGS RELIEF: On March 20, NYS announced that for the 90 days there will be no enforcement of evictions for residential leases and mortgage foreclosure proceedings will be suspended. This does not necessarily mean your rent or mortgage payments are waived or not due. It means your landlord cannot evict you for nonpayment of rent for at least 90 days (until about mid-June). More information at www.governor.ny.gov/news/no-2028-continuing-temporary-suspension-and-modification-laws-relating-disaster-emergency.

STUDENT LOAN RELIEF: Certain federal student loan payments (including principal and interest) will be temporarily suspended through September 30. Interest will not accrue during this 6-month period. Not every federal loan qualifies for this relief and borrowers should contact the company that services their loan to find out whether they qualify for this relief. For more information, click here: <https://studentaid.gov/announcements-events/coronavirus>.

LIFE, PROPERTY (HOMEOWNERS AND RENTERS) AND CASUALTY INSURANCE: If you have a life insurance policy and can demonstrate financial hardship, you may qualify for relief from the payment of your premiums for 90 days. For property (homeowners and renters) and casualty insurance policies, you may also qualify for a 60-day grace period for the payment of premiums if you are experiencing financial hardship. Reach out to your insurance carrier for more details. Lexington provides Life Insurance benefits to our full-time employees. This remains unchanged.

HEALTH INSURANCE: If you or a family member are without health insurance, you may be able to obtain coverage through NYS during a special enrollment period from April 1 to 15. Visit nystateofhealth.ny.gov or call 855-355-5777 for more information.

TELEMEDICINE: Lexington provides our employees free access to Telemedicine with United Concierge Medicine. Avoid visits to your doctor's office with 24/7 free consultations by calling 1-844-484-7362. You can also download the UCMnow app at [UCMnow.com](https://ucmnow.com).

CDPHP: When necessary, CDPHP is prepared to process COVID-19 claims. If your provider, in conjunction with the local health department, determines a test is necessary, you will be provided a script to take to an approved testing site. Claims for tests performed at approved testing sites will be covered 100%. CDPHP is also covering virtual appointments with participating mental health and other providers (deductibles and co-pays still apply). Call CDPHP at 1-877-724-2579 for more information.

CARES ACT: This law, signed on March 27, 2020, permanently reinstates coverage for over-the-counter (OTC) drugs and medicines (such as Tylenol, Claritin, Zyrtec, etc.) as eligible reimbursement items for Flexible Spending Accounts (FSA) without need for a prescription. This change is effective for expenses incurred on or after January 1, 2020. A finalized list should be published shortly – please check back on the RKXchange for updates! For employees using their FSA debit cards at the point of service, it will take time for merchants to adapt their systems for newly eligible products. Depending on the merchant, it may be months before you can use debit cards for these purchases. Please keep your receipts for submission to Rose and Kiernan with a claim form (available on the RKXchange web site).

EMPLOYEE ASSISTANCE PROGRAM AND OTHER RESOURCES: NY has made an emotional support line available for any New Yorker experiencing increased anxiety due to this crisis. The line is staffed by volunteers, including mental health professionals, with training in crisis counseling. The number is 1-844-863-9314. Please also remember the resources made available to you through our Employee Assistance Program. Web resources include a Coronavirus Resource and Training Center with information on supporting at-home children, older adults and caregivers, financial stress and stability, and addressing your emotional wellbeing. You can access this information and more 24/7 at www.theeap.com or by calling 1-800-252-4555.

NY DMV: All licenses, non-driver IDs and registrations with an expiration date of March 1, 2020, or later are extended. Inspections due in March 2020 are extended until further notice. All Traffic Violation Bureaus are adjourned through April 20 (you can still do most transactions online).

CREDIT CARDS: Some credit card companies are providing extended services and assistance to their customers who are experiencing financial hardship caused by this COVID-19 crisis, including payment deferrals, reduced minimum payments, fee waivers, increases in credit lines and more. Some of these companies include Bank of America, Capital One, Chase, Citi, Discover and Synchro. Please reach out to your credit card company for details about their specific offerings.

CAR LOANS: Customers with existing car loans may be able to get "payment rescheduling" if affected by shutdowns due to the coronavirus. Various incentives such as deferred payments and up to six months of payment relief is available to some customers. Ford, Nissan, General Motors and Toyota may provide payment relief options to customers, including extensions and deferred lease payments. Call your loan servicer to ask what options may be available to you.

TRI-CITY FOOD CO-OP ORDERS

Tri-City Food Co-op is working with us to offer deliveries for Lexington employees on April 15 at Rapp Road, April 21 in Johnstown and April 28 at Oppenheim Day Hab. To order, please visit <https://tricityfoods.com/order>. For Albany deliveries, orders must be placed by Friday, April 3. For Johnstown and ODH, orders must be placed by Friday, April 10. If you have any questions, please call Sandy Hurlbert at (518) 775-5426 or Wally Hart at (518) 661-9932.

#RISINGTOGETHER AT LEXINGTON!



Lexington would not be able to continue providing quality supports during these tough times without the hard work, creativity and generosity of our wonderful staff! Thank you to every member of the Lexington team for all you do to keep the people we support safe, healthy and happy while stuck at home. Here are some stories of staff keeping spirits high and helping things run smoothly:

- *Transportation staff have stepped up to deliver senior meals! Drivers are also working in residential, disinfecting vehicles, doing mail runs and transporting vehicles for service, while mechanics are busy coordinating vehicles for cleaning and service.*
- *Amy Sartin of Maple Avenue has been helping to keep the people she supports active and busy while they are unable to attend program! Here, she and Crystal White go for a walk to enjoy some fresh air while maintaining appropriate social distancing.*
- *Maria Nestle, Hailey Lozier and the rest of the Flame team put together snack bags and dropped them off to each of our homes to thank the direct support staff for their hard work!*
- *Staff at Family Services, including David Hayward, Kim Robbins and Heather Garcia (pictured), gave back to the community by making and delivering personal care kits for the resident at the YMCA in Gloversville!*
- *The Mountainview 2 team are keeping busy with creative activities and games. Pictured are Quierra and John playing Connect 4!*
- *The 29A family is staying busy and productive by working on their gardening skills and planting flowers and vegetables to enjoy as the weather warms up!*
- *At Mountainview, Melissa Kenny was staying productive by making a knot blanket for her grandson. When she was finished, she said she wanted to learn to crochet to make more things for him as well. Staff member Nicole Woodard jumped on the opportunity to share her knowledge of crocheting with Melissa. Thank you, Nicole!*
- *Transitions students are unable to attend classes in person, but instructors with the program and the college are hosting virtual classes through Zoom and other e-learning platforms. The mentors didn't miss a beat helping students adapt to the technology and the new way of learning and encouraging them to apply all they have learned at home!*