



To: Friendly Pines Camp Summer Staff
From: Kevin, et al
Re: Summer Precautions and Vaccinations
Date: April 18, 2021

This is a very important memo. Even though it is a few pages long, you need to take the time to read it, digest it, ask questions about it, and in the end evaluate your future with Friendly Pines Camp in 2021. We have hired you and are excited to have you on our staff, but we need to be very transparent about the working conditions you can expect.

As we move closer to the time that staff will start to arrive for summer, it is time to talk about summer precautions with greater specificity. The level of infection and the R0 numbers are going down. No doubt about it. We, nevertheless, must be vigilant in providing a safe environment for campers, camp families, and staff.

To this end, one of our primary goals will be:

To take the necessary measures to keep infection from entering the camp.

We cannot afford to be sloppy.

In order to keep infection out of the camp we will employ the following:

- Requiring all campers and at-risk staff to get a PCR COVID test before arriving at camp.
- Masks when indoors or when distancing cannot be properly maintained
- Wash hands frequently and maintain a high level of hygiene.
- Avoid/Limit contact with populations outside of camp for at-risk, unvaccinated staff
- Encourage all staff to get vaccinated.

It is this last protocol that I'd like to discuss in greater detail. Because staff are the one group of people who will engage across multiple populations at camp, a staff member who gets infected, can spread that infection to numerous people throughout camp. The CDC recently announced that the data is indicating that vaccinated adults are not only unlikely to get infected but they are also likely to be far less infectious. It's hard for them to get it, and hard for them to spread it. Having staff vaccinated is the strongest action we feel we can take to keep infection from entering the camp and spreading.

But there will be staff who will not be able to get the vaccination before camp starts. There will also be staff who refuse to be vaccinated. We have decided against making vaccination a requirement; however, we can't simply ignore the threat an unvaccinated staff member might present to the rest of camp. So, what do we do?

We have put together the restrictions or protocols that an unvaccinated staff member will need to comply with during the summer. I want you to read this over carefully and decide now if what we are asking is something you will be able to live with. *If it is not, I suggest you seriously consider how good a fit Friendly Pines Camp will be for you this summer.* You will see there are 4 different categories for staff. Be sure to read each and pay attention to the restrictions in your applicable category.

1. *Unvaccinated staff who a) do not live with other staff or campers b) whose contact with others is typically distanced, and c) who live in housing in camp and are not leaving the grounds to go home each night. This will include medical staff and some program staff who have private housing.*
 - Must remain masked when in camp or in a place where they could come in close contact with campers or other staff for at least 4 days after a PCR test if the situation demands.
 - Will need to have separate dining for at least 4 days after a PCR test.
 - Will not be able to ride in the enclosed part of a camp vehicle with other campers or unvaccinated staff
 - If you are allowed to leave the grounds for something other than camp business, you may be required to get a PCR test at your own expense.
 - Be prepared for the possibility that you may not be allowed to leave camp. This is a tricky protocol, and if we don't feel we can adequately protect the camp population without putting undue stress and a heavier workload on those who are vaccinated, leaving camp may not be possible for unvaccinated staff. This includes time off.

2. *Unvaccinated staff who a) do not live with other staff or campers b) whose contact with others is typically distanced, and b) who do not live in camp providing housing and/or are going into town during the summer. This will include maintenance staff, kitchen staff, some program staff, some office staff.*
 - Must remain masked when in camp or in a place where they could come in close contact with campers or other staff.
 - Will need to have separate dining areas. Outdoors and spaced 6' or indoors and spaced 10' from others.
 - Will not be able to ride in the enclosed part of a camp vehicle with other campers or unvaccinated staff
 - Will need to be vigilant with mask wearing and distancing all summer long.

3. *Unvaccinated staff who live with other staff or campers. This will include counselors, riding staff, ropes staff.*
 - Must remain masked when in camp or in a place where they could come in close contact with campers or other staff.
 - Will need to have separate dining areas for 4 days after a PCR test. Location to be determined by administration.
 - Will not be able to ride in the enclosed part of a camp vehicle with other campers or unvaccinated staff
 - If you are allowed to leave the grounds for something other than camp business, you may be required to get a PCR test at your own expense.
 - Be prepared for the possibility that you may not be allowed to leave camp. This is a tricky protocol, and if we don't feel we can adequately protect the camp population without putting undue stress and a heavier workload on those who are vaccinated, leaving camp may not be possible for unvaccinated staff. This includes time off.

4. *Unvaccinated staff who are in the process of getting vaccinated.*
 - These staff will need to follow the protocol that applies to their position until two weeks after receiving their final dose or, in the case of Johnson and Johnson, the one and only dose.

Some Important Notes and Thoughts:

1. You are being paid based on your ability to perform the prescribed tasks of your job. If being unvaccinated does not allow you to fulfill certain aspects of the job and other comparable work cannot be found, your pay may need to be reduced accordingly.
2. If you need to get a PCR test, you are welcome to find your own testing source. If you must quarantine as you wait for the results, your pay may be reduced accordingly as you will not be able to work.
3. We are working on locating testing companies who can come to camp once a week and perform a rapid PCR test on the grounds. The cost to you could be between \$150 and \$190. We cannot deduct these costs from your check.
4. The timing of days off (if allowed) for unvaccinated staff may be scheduled so that a Monday morning test can be performed. This means that we may not be able to accommodate time off requests for unvaccinated staff.
5. Because we anticipate that a significant number of staff will be in the process of becoming fully vaccinated, we anticipate that all unvaccinated staff may not be allowed to go into town at all for the first two or three weeks of the season.
6. As we move through the summer, we may be able to lighten up some restrictions so long as we don't compromise the infection free zone we've tried to create.
7. Some staff have had COVID and believe that they are immune. That may be true to a point; however, most recent publications have the antibodies

staying active for 8 months. It could be longer but no one knows for sure yet. (The vaccine has only been documented to last between 3 and 6 months. It may be longer, but that is as long as they've had to test its durability) So to be protected all summer long by the antibodies the previous infection needs to have been not later than December 1, 2020. We can handle these on a case by case basis, but you will need to get us proof of infection.

What will be the restrictions on vaccinated staff?

Staff who are fully vaccinated will have greatly reduced the chance of getting infected and of spreading infection. Life, therefore, for vaccinated staff can look much different. Some of the things they will be able to do safely:

1. Less strict mask wearing.
2. Leave camp for time off and days off and not have to get tested upon return.
3. No restrictions on dining and gathering.
4. No Pre-Camp Covid Test

Note: Even though one could make the argument that vaccinated staff don't need to wear masks, at this time the CDC still recommends masks even when vaccinated adults are mingled with unvaccinated folks. Should this recommendation change and suddenly masks are not required among the vaccinated in any situation, we may still ask that vaccinated staff members wear masks when the 2 of 3 protocol requires, if for no other reason than it is modelling behavior for children. Mask wearing will also conceal from campers which staff are vaccinated and which are not.

In conclusion, these protocols are common sense precautions against inviting infection into camp – an infection that could result in campers being sent home through no fault of their own. If we don't do all that we can, to prevent campers from getting infected, parents would have every right to blame us (maybe even sue us) for not taking the necessary precautions. If you are at risk of bringing infection into camp, you must be treated with the proper caution and procedure to avoid it.

Our only goal is to create safety. We are not trying to reward those who are vaccinated and punish those who aren't. We are not trying to create a caste system of touchables and untouchables. We have no agenda other than to successfully complete our 80th season of camp and offer over 1000 campers a fun and meaningful experience under somewhat challenging circumstances. We will do what we have to do. We want you to be part of our mission, but it must be something you think you can manage.

If you have any questions at all, please contact us. We would hate for you to make a decision without fully contemplating or understanding the procedures and protocols for this summer.

Cordially,

Kevin Nissen - Co-Director

Megan May - Co-Director

Dr. Christopher May - President of Company

Rosemary May Taylor - Secretary of Company

Adam Esposito - Program Director



STAFF COVID VACCINE INFO

Tuesday, March 23, 2021

Dear Staff,

There are lots of things we are planning and prepping for in order to make camp safe for everyone this summer. We've already started editing our working document of different policies that we'll be exploring and implementing over the next couple of weeks and in the lead up to camp. We've had countless discussions with entities like the Yavapai County Health Department, fellow summer camps that have programs similar to FPC, camper parents, testing companies, etc. One of our FPC board members, Chris May, is a physician in the Phoenix area and also has been involved in the development in our COVID plans. So lots of different avenues for input have been explored as we endeavour to make camp safe while still staying true to our mission.

A hot topic that has come up in the first part of 2021 is vaccinations.

Let us first state our position and perspective on vaccinations. Our decision is based on the guidance of the local health authorities, the American Camp Association, and directives from the nation/worlds authoritative scientific bodies whose mission it is to care for the public health, and we feel that COVID vaccines are an effective and safe way to return to life. A vaccinated staff member will not only be protected against illness and loss of work, but may very well be protecting others, as the science is starting to point to the idea that vaccinated adults do not spread the virus. Admittedly, this is not a fully confirmed notion, so for the time being we must treat even vaccinated adults who take on any of the virus as a risk to others.

We realize that everyone has autonomy for their own body and has their own choices to make about their health. We would never want to presume that "we know best", however, we do pride ourselves on our dedication to researching all aspects of ANY policy or procedure we implement at FPC; our #1 priority is the safety of our campers and staff. We feel that strongly suggesting and encouraging our staff to be vaccinated will significantly enhance our multi-layered COVID plan and add a reassuring layer of protection; not only for each staff member but for our entire camp community. At the end of the day, the decision of what to do with your body is of course, ultimately yours.

That said, we do want to make sure all staff that can't, or won't, be vaccinated, are fully aware of the extra restrictions and precautions that may be in place. See below some guidelines that non-vaccinated staff may have to follow given the infection and R0 rates at the time:

- Masks: Non-vaccinated staff will likely wear masks a vast majority of the time; inside, outside, with your co-hort and your cabin, with the exceptions of sleeping and showering. There will be some instances where vaccinated staff also have to wear masks, but it will be far less frequent.
- Controlled and distanced contact with campers: while there will be certain staff for whom this is already a reality, there may be some staff who may be restricted in how they run their activity; non-vaccinated staff may need assistance from a vaccinated staff member when social distancing is not an option.
- Meals: another policy may be that non-vaccinated staff will have to eat meals away from others where ventilation and distancing can not be properly maintained.
- Staff free-time: non-vaccinated staff may have some restrictions on time off. It is hard to say exactly how this will play out, but it could be, at a minimum, being masked and distanced on free-time in camp, to having separate free-time areas where they are not around vaccinated staff, to, in the extreme, not being able to leave camp on evenings or days off.
- Testing: non-vaccinated staff may need to be tested weekly, particularly if they are leaving camp on time off. Check-ins with medical and program staff for wellness and symptoms may also be a common occurrence.

In many cases, getting the vaccine will simplify your life. So, if you've been hired or even if you are in the application process, we strongly urge you to begin the vaccination process. From the time you get your first shot (in a two shot vaccination), you will not be considered "fully" vaccinated for about 6 weeks.

You should be able to go online to a local or statewide health department website and they will direct you. Starting Wednesday, March 24th, Arizona residents aged 16 and up will be able to register for the vaccine. However, you should still try to get an appointment as a childcare worker, whether you're an Arizona resident or not. Friendly Pines Camp will send you a letter attesting to the fact that you will be employed here at FPC; please just email us and we'll customize it for you. Sometimes you will end up going on a waitlist and will be notified when spots are open for you to schedule an appointment. Because of this we urge you to **START NOW!** Unless you can get the Johnson and Johnson single shot, you will need to get your first shot in mid-April to be ready by the time the campers arrive. Don't be picky. Take whatever shot you can get. They are all effective. We realize that we will have some staff on grounds who are mid-way through the process or haven't even started the process by the start date of work. We will work things out with you.

Once you are vaccinated, please upload a copy of your vaccine record card to your staff application (login here: <https://friendlypines.campbrainstaff.com>).

Again, let us repeat. Getting a vaccination is not a requirement. We, however, encourage it *enthusiastically*. For the unvaccinated staff who don't live with children, life at camp will be easier than for unvaccinated staff who do live and closely interact with children. Be aware that the NIH reports that immunity after having COVID lasts about 8 months. Surely, time will clarify if it is longer, but that is what we know right now. So if you had COVID in September or October, you may no longer be immune going into the summer.

Let us know how we can be helpful. We appreciate all your hard preparation for a safe and fun summer.

Cordially,

Megan May	Kevin Nissen	Adam Esposito	Christopher May, MD
Co-Director	Co-Director	Program Director	FPC President

Below are some tips and resources for getting vaccinated and general COVID info:

- Sign up for a vaccine slot ASAP!
 - Some staff will be arriving as early as May 17...you should try to plan for your second dose to be done before your arrival.
 - Vaccines may not be available for you in Yavapai County, where camp is located; particularly if you are not getting the Moderna vaccine (our county's current vaccine brand)
- Sign up for appointments online
 - Maricopa County vaccine info: <https://www.maricopa.gov/5659/COVID-19-Vaccine-Locations>
 - Pima County vaccine info: www.pima.gov/covid19vaccineregistration
 - For all other states/counties, just do a quick internet for your county or state's vaccine info. Use terms like "registration" "appointments", etc.
- Arizona is in the 1B stage of vaccination (as of 3/23/21); you should be eligible for the vaccine as a "Teacher / Educator / Child Care Worker" individual
 - We have created a letter showing proof of your employment and eligibility that we can customize and send to you to use. Please email info@friendlypines.com if you would like us to send you this letter.
- Arizona will be opening eligibility and appointments to all adults aged 16+ starting Wednesday, March 24, 2021. You should still be able to use the child care worker status if your area is not accepting all adults for appointments.
- Arizona Department of Health Services: <https://www.azdhs.gov/>
- American Camp Association COVID homepage: <https://www.acacamps.org/resource-library/coronavirus-information-camps>