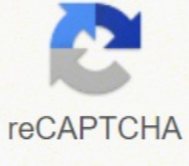




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Unitypoint employees email cedar rapids iowa

Cedar Rapids, IA Full Time Healthcare Total Rewards offers flexible and clear choices that fit our team member's needs at key life stages and moments such as managing finances, developing new skills, raising a family and more. Total Rewards is an investment in our people that goes beyond the basics of compensation and benefits to create a rewards program unique to UnityPoint Health. It creates an easier and more personal team member experience to show our team members and their family just how much they matter. Whether you are a current team member, family member or prospective employee, we hope you'll find that Total Rewards provides choices that are reflective of your needs and priorities to make your experience working at UnityPoint Health amazing. UnityPoint Health scored higher in 8 areas: Overall Rating, Career Opportunities, Compensation & Benefits, Work-life balance, Senior Management, Culture & Values, % Recommend to a friend and Positive Business Outlook.Mercy Medical Center Cedar Rapids Iowa scored higher in 1 area: CEO Approval.Overall Rating (full-time and part-time employees only)Overall Rating (full-time and part-time employees only)UnityPoint Health employees rated their Overall Rating 0.3 higher than Mercy Medical Center Cedar Rapids Iowa employees rated theirs.Overall Rating (full-time and part-time employees only)UnityPoint Health employees rated their Career Opportunities 0.8 higher than Mercy Medical Center Cedar Rapids Iowa employees rated theirs.UnityPoint Health employees rated their Compensation & Benefits 0.7 higher than Mercy Medical Center Cedar Rapids Iowa employees rated theirs.UnityPoint Health employees rated their Work-life balance 0.4 higher than Mercy Medical Center Cedar Rapids Iowa employees rated theirs.UnityPoint Health employees rated their Senior Management 0.6 higher than Mercy Medical Center Cedar Rapids Iowa employees rated theirs.UnityPoint Health employees rated their Culture & Values 0.4 higher than Mercy Medical Center Cedar Rapids Iowa employees rated theirs.CEO Approval32%CEO Approval73%Mercy Medical Center Cedar Rapids Iowa employees rated their CEO Approval 41% higher than UnityPoint Health employees rated theirs.% Recommend to a friendUnityPoint Health employees rated their % Recommend to a friend 18% higher than Mercy Medical Center Cedar Rapids Iowa employees rated theirs.% Recommend to a friendPositive Business OutlookPositive Business OutlookUnityPoint Health employees rated their Positive Business Outlook 11% higher than Mercy Medical Center Cedar Rapids Iowa employees rated theirs.Positive Business OutlookUnityPoint Health has 3,331 more recently posted open jobs than Mercy Medical Center Cedar Rapids Iowa. CEDAR RAPIDS, Iowa (KCRG) - Hundreds of employees in the UnityPoint Health-St. Luke's healthcare system, and patients, lined up on the corners of First Avenue and 10th Street to protest a vaccine mandate the health system put in place for its workers. "It was emotional to know that we were expendable," Diane Pansegrau, a former employee, said.Pansegrau said she voluntarily quit in May 2021 out of fear of a vaccine mandate. The company said it would require all 33,000 employees to receive a COVID-19 vaccine by November 1. While she had her reservations about the vaccine, she said taking away people's choices were a bigger issue. "We just want our choices," Pansegrau said. "We want our freedom. Last year, I was a nurse on the frontlines, and this year they might lose their jobs." "I feel coerced," Jessica James, another former employee and organizer of the protest, said. "You made them throw away their livelihoods over a vaccine." Neither of the two worked with COVID-19 patients in the healthcare system. James said she left in November 2020 after eight years. Her husband still worked part-time doing telehealth for the company. Even though he was working from home, he was still required to get a vaccine. "He's chosen not to get a vaccine for now, and I know a lot of people have chosen not to get vaccinated," James said.UnityPoint Health-St. Luke's gave KCRG-TV9 this statement: "We are aware of the demonstrations taking place today near St. Luke's Hospital. UnityPoint Health recently joined over 100 other health systems across the country in announcing a COVID-19 vaccine requirement for all team members. The decision to require the COVID-19 vaccine for our team members was made carefully and deliberately. As a health care organization, our patients rely on us to keep them safe. It is our responsibility to protect those we care for and work with, as well as lead by example in the communities we serve.Demonstrations must occur on public property and not on hospital grounds. As the community's health care provider, we are working to ensure our ability to continue to safely serve the members of the community. The safety of our patients, team members, and members of our community remain our highest priority. James believes that it could have all been handled differently. "We need some alternatives," James said. "If we could provide an antibody test or negative test and you won't have to get vaccinated. "If you choose to wear a mask that would be fine. A lot of people feel bullied." Copyright 2021 KCRG. All rights reserved. CEDAR RAPIDS, Iowa (KCRG) - The vast majority of staff at UnityPoint Health St. Luke's in Cedar Rapids are vaccinated for COVID-19. The hospital began mandating the vaccine on Monday. Tuesday, staff who are unvaccinated and do not have an approved exemption, were put on administrative leave. "The safety of our team members, patients and community is our top priority," the hospital said in a statement. "We are pleased to share that currently 99.5 percent of UnityPoint Health - St. Luke's Hospital team members are now compliant with our vaccination policy. Compliance with our vaccination policy is defined as completing the COVID-19 vaccination series or qualifying for an approved exemption. Vaccinating team members is a safe and effective way to protect both our staff and patients and help reduce the spread of COVID-19. As we move forward, we continue to emphasize the importance of getting vaccinated against COVID-19. For those in our communities who are eligible, receiving the vaccine is the best way to help keep health care workers healthy, so our teams can focus on providing care to those who need it most," the statement went on to say. Governor Reynolds signed a bill last week that requires companies to allow medical and religious exemptions when mandating COVID-19 vaccines. The new Iowa law also guarantees unemployment benefits to those who lose their job for refusing the shot. "Team members who are not compliant with our COVID-19 vaccination policy by Nov. 1 will be placed on administrative leave beginning Nov. 2 rather than be terminated on that date. The purpose of administrative leave is to allow for consideration of exemptions under the new Iowa law," UnityPoint Health St. Luke's said Tuesday. Copyright 2021 KCRG. All rights reserved. People hold up signs and wave at drivers at a protest against vaccine mandates in Cedar Rapids on Monday, Oct. 25, 2021. Some who gathered to protest are against vaccines, but many others are angry about workplace mandates, despite their support for getting the vaccine. (Rebecca F. Miller/The Gazette) People hold up signs and wave at drivers at a protest against vaccine mandates in Cedar Rapids on Monday, Oct. 25, 2021. Some who gathered to protest are against vaccines, but many others are angry about workplace mandates, despite their support for getting the vaccine. (Rebecca F. Miller/The Gazette) Monday marked the deadline for all UnityPoint Health employees to be fully vaccinated against the coronavirus, with the vast majority of staff at the system's Cedar Rapids-based hospital now in compliance with the policy. Approximately 99.5 percent of staff at UnityPoint Health-St. Luke's Hospital are compliant as of Tuesday, meaning they have completed the COVID-19 vaccine series or have been approved for a religious or medical exemption. Employees who fail to be vaccinated and don't meet the criteria for an exemption were placed on administrative leave starting Tuesday, officials said. Officials opted for administrative leave, rather than termination, to allow for consideration of exemptions made possible under a new state law. Signed by Gov. Kim Reynolds last week, the law requires businesses to grant employees' written request for a waiver from the vaccine requirement, making it easier for staff to claim religious or medical exemptions. The remaining 0.5 percent of workers who are non-compliant reflects "a range of team members," St. Luke's spokeswoman Sarah Corizzo said in a statement. That includes those in the process of leaving the hospital because they chose not to get vaccinated, those requesting an exemption under the new law and those who plan to be fully vaccinated but haven't completed the series. St. Luke's officials declined to state the number of employees who are non-compliant, including the total staff members who were placed on administrative leave Tuesday. "The overwhelming majority of our team members supported the science and willingly got vaccinated against COVID-19 or received an exemption," Corizzo said in a statement. "We regret losing any employee for not complying with our vaccination policy; however, having a vaccine-compliant workforce aligns with our values of protecting the health and safety of our patients, team members and communities." UnityPoint Health mandated all 33,000 employees — regardless of whether they provide direct patient care — must be vaccinated or request accommodation by Nov. 1. Workers who choose not to will be subject to voluntary resignation or termination, officials said in the announcement this past August. In total, 97 percent of all UnityPoint Health staff were compliant with the vaccination policy as of Monday, officials say. ► RELATED: MercyOne extends COVID vaccine deadline following new Iowa law St. Luke's Hospital officials would not comment on the current vaccination rate among staff, stating they would not share details on personnel actions. Officials also declined share the total number of employees who requested an exemption, just stating that "a small number of team members" asked to be absolved of the vaccination requirement for religious or medical reasons. Exemption requests are reviewed by a committee and granted on a case-by-case basis "to ensure a consistent and equitable process in compliance with Title VII," Corizzo said, referring to the Civil Rights Act provision that prohibits discrimination. Before the mandate, approximately 85 percent of St. Luke's Hospital staff were compliant, Corizzo said. When COVID-19 vaccines first received emergency use authorization by federal health officials, UnityPoint Health provided "extensive and ongoing education," Corizzo said, which included virtual town halls led by clinical experts as well as one-on-one conversations between leaders and staff. "As we move forward, we continue to emphasize the importance of getting vaccinated against COVID-19," Corizzo said. "For those in our communities who are eligible, receiving the vaccine is the best way to help keep health care workers healthy, so our teams can focus on providing care to those who need it most." COVID-19 vaccine mandates from employers, both in health care and other sectors, has drawn sharp criticism from some groups. A rally held in Cedar Rapids last week drew roughly 150 attendees to protest vaccine mandates, from employers as well as other government entities. Among the group were a few health care workers objecting to the requirement at local hospitals. Marcia Simon, 61, of Cedar Rapids, is a registered nurse at St. Luke's Hospital's inpatient hospice unit who attended last week's rally. She received a religious exemption when she told her employer the vaccine mandate "goes against what I believe as a Christian." Simon is not against vaccinations, but said she strongly opposes vaccine mandates. She said health care workers work to provide information to patients and their families to help them make the best choice, but ultimately decisions about their health care are up to them. Simon said she believes that same opportunity is not being provided to health care workers. "As health care professionals, we don't force medical procedures on anybody, but yet they're being forced upon us," Simon said. However, Simon did not plan to get the COVID-19 vaccine even before the mandate, saying she believes the vaccine was released too quickly and that she's fearful of potential adverse reactions. Simon also said she plans to get a religious exemption for the influenza vaccine mandate implemented at St. Luke's, though she has received that shot in the past. "I've had the flu vaccine in the past no problem, it was my choice," she said. "But now I do have a problem because it's being mandated." Simon plans to stay in health care until she retires. The West Des Moines-based organization — which operates facilities across Iowa, Illinois and Wisconsin — is among several health care systems that have implemented the requirement for staff. About 41 percent of hospitals in the United States have some type of COVID-19 vaccine mandate, according to the American Hospital Association. That includes other local health care facilities such as Mercy Medical Center in Cedar Rapids. All employees and volunteers there must be fully vaccinated by Nov. 15. MercyOne announced this week its employees in the in the central and northeast regions of the state have until Nov. 12 to submit proof of vaccination or file for an exemption for medical or religious reasons. The Iowa City Veterans Affairs Health Care System falls under a federal vaccination mandate from the Department of Veterans Affairs, which announced all front-line workers had until Oct. 8 to submit documentation of vaccination or to request accommodation. All other VA employees have until Nov. 22 to be fully vaccinated or have an exemption request on file. The vaccination rate at the Iowa City-based health system is approximately 91 percent, officials said. Comments: (319) 398-8469; michaela.ramm@thegazette.com

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