



A Member of Trinity Health

## DRESS CODE

### **POLICY:**

It is the policy of St. Joseph's Hospital Health Center that an employee's appearance be appropriate to the work situation and environment. Every employee, physician, and student has some contact with the public, representing the organization in their appearance, and should create a favorable image reflective of our basic core values. It is the responsibility of everyone to become familiar with the grooming standards and dress code specific to their service. Every employee shares the responsibility to address observed violations of this policy, and the management staff is to ensure adherence to this dress code policy. Reasonable accommodations may be available for an employee's religious beliefs consistent with our values and the necessity to project a professional image.

Employees will be neat and clean, practice good personal hygiene, and are expected to make intelligent judgments about items not specifically addressed in this policy.

If, in the opinion of the service manager, an employee reports to work inappropriately dressed, the employee will be informed as specifically as possible of the inappropriate attire. The employee will then be instructed to sign out and return home to change clothes or take other appropriate corrective action to remedy the situation. The employee will not be compensated during time away from work and may not take the remainder of the day off as Earned Time Off.

### **Dress code standards:**

1. Each employee is required to wear an authorized identification badge on the upper torso while on duty. Employees providing direct care may not wear lanyards or cords to hold their ID badge. Refer to: [Identification \(ID\) Badges](#) and [Professional Misconduct \(patient abuse\)](#)
2. All footwear must be clean and safe. Flip-flops, thong sandals and shoes of extreme design are unacceptable. Employees working in Exposure Category I (Refer to Position Description) must wear socks or stockings, and closed toed shoes. They may not wear shoes with holes on the top such as Crocs or orthopedic boots with the open toe.
3. Acceptable attire excludes clothing that is too tight or revealing. Clothing that exposes cleavage or midriff is **not** appropriate. A camisole or undershirt should be worn beneath light colored thin material. Crop tops, shorts, tank tops without a jacket, sweatshirts, spandex and other tight stirrup-type pants are prohibited. Denim attire may not be worn unless specified in the work attire.
4. T-shirts must be covered with a scrub top and must be white or the same color of the required scrub.
5. Employees who are in Exposure Control Category I may not wear knits, fleece or other fabrics with microfibers which harbor bacteria.

6. Outbreaks of infections have been linked to healthcare workers with long and/or artificial nails. All healthcare workers providing direct patient care must have natural nails:
  - Employees who provide direct patient care will not wear artificial nails or nail enhancements (including but not limited to, wraps, acrylics, tips, tapes, extensions, overlays, fills, appliques, gel polish, or anything that must be cured with special UV lights).
  - Natural nails must be kept short, ¼ inch or less and well groomed.
  - Hands, including the area around nails, should be free of inflammation.
  - Nail polish may be worn provided that it is in good repair. Exception: Nail polish is prohibited for all scrubbed personnel.
7. Scented body products should be kept to a minimum. All use will be prohibited in situations where a patient, visitor, or another employee report sensitivity.
8. Hairstyles are to be conservative and professional in appearance. Hair at shoulder length or longer must be pulled back and secured away from the face when providing direct patient care.
9. All males are to be shaven daily. Beards and mustaches are to be kept neat, clean and trimmed. Males who provide direct patient care will be required to meet the required OSHA regulations for fit testing. Individuals who cannot be properly fitted because of facial hair may wear the Powered Air Purifying Respirator (PAPR).
10. Skirts and dresses are to be hemmed no shorter than 2 inches above the knee. Proper undergarments need to be worn at all times.
11. Head covers that are worn for religious purposes or to honor cultural tradition are acceptable. Elaborate hair ornaments, hats, do-rags, bandannas and other head gear is not acceptable.
12. Body piercing, excessive or unconventional jewelry is not acceptable. Employees providing direct patient care may not wear earrings that dangle from the ear.
13. Any employee who has tattoos should have them covered wherever possible. Sleeves should be considered to cover tattoos on the arms.
14. Attire for orientation, workshops, conferences, and meetings is business casual.
15. Students must adhere to the above standards and wear the designated uniform of their educational institution.
16. Employees “on call” must have required work attire immediately accessible.
17. Surgical Attire
  - a. Surgical dress code must be adhered to by all persons entering the operating room. Enforcement of appropriate dress code is the responsibility of all members of the Perioperative Team.
  - b. Signs are posted documenting appropriate attire in each area. Maps are available in all areas to explain traffic flow patterns. The operating room is divided into three areas; Restricted, Semi-restricted, and Unrestricted.
  - c. All persons entering the semi-restricted or restricted areas of the following areas shall be in surgical attire intended for use within the surgical suite or areas specified.
    - Cardiovascular laboratory
    - Central Services
    - Echocardiography

- Electrocardiology
  - Electrophysiology
  - Endoscopy
  - Interventional Radiology
  - Northeast Surgery
  - Operating Room
  - Post Anesthesia Care Unit
  - Unit 1-1
  - Labor & Delivery/Birth Place when performing sections
  - Pharmacy IV Admixture Room
- d. Surgical attire consists of:
- Surgical masks shall be worn if sterile supplies are exposed.
  - Scrub shirt and pants
    - Underclothing may be worn as long as it is confined within the scrubs
    - Scrub jackets may be worn if they are close fitting and snapped in the front.
    - To decrease shedding, snapped, closed jackets may be worn when opening sterile supplies.
  - Surgical scrub hat or hood:
    - Shall be clean and free of lint and shall totally contain all head and facial hair including sideburns and neckline. Skull caps are not allowed.
  - Shoe covers over appropriate footwear for employees in Exposure Category I
  - Surgical scrub gown
  - Surgical gloves
- e. Surgical attire shall be laundered by the hospital laundry system according to infection control guidelines.
- f. Surgical attire shall **not** be worn or carried into or out of the hospital.
- g. Surgical attire shall be changed whenever soiled.
- h. Hospital issued disposable surgical hats or bouffants are available and are to be disposed of after use or if contaminated. Surgical cloth hats or bouffants cannot be used more than one day without laundering. Anyone found violating this policy will lose their privilege to wear the cloth cap.
- i. Scrub gowns are **not** to be worn as cover coats or warm-up jackets. Scrub gowns, masks, shields, and gloves are to be removed before leaving each operating room.
- j. All jewelry and nail polish **must** be removed before scrubbing.
18. In the event an employee's personal uniform becomes soiled, hospital-issued scrub attire may be obtained from the Linen Room for the remainder of the shift. The linen room is open M-F from 6am-10pm and S & S 6am-7pm. It is closed from 10 pm –6am M-F and 7pm- am S & S. During These hours, contact the administrative coordinator who will provide you a set of scrubs from the Hub (Room 1290 located on 1<sup>st</sup> floor behind the gift shop). Scrubs are not to be obtained or offered from any other area. This is the only acceptable reason for hospital scrubs to worn out of the building. They are to be laundered at home and returned to the Hub and signed in within 5 days.
19. It is imperative that all employees share the responsibility of stopping anyone (physicians, vendors, clinical affiliates, and all other staff) observed outside of the operative area in surgical attire and remind them of the need to protect our patients.

20. Standard Uniform Criteria:

<b>Work Attire</b>	<b>Definition</b>
Business	Suit, dress shirt, and necktie for men A jacket and trousers, skirt, or a dress paired with appropriate accessories for women Appropriate dress shoes
Business Casual	Trousers and a dress shirt, or collared shirt for men. Casual dresses, skirts or trousers with a blouse, sweater or turtleneck for women. Conservative walking shoes (includes sneakers) dress shoes, oxfords, loafers, boots, flats or dress heels. Optional: Necktie for men Scrub Warm-up jackets: White for clinical staff listed below White or Navy blue for Nursing Solid wine color for all other staff
Scrubs  Material must be cotton or a cotton blend  Knits, fleece or other fabrics with microfibers are prohibited	The following solid color scrubs, with or without white trim are mandatory for specific job titles listed below:  Navy Blue Caribbean Blue Royal Blue Wine Hunter Green Ceil Blue Grape Olive Grey Red Brown Shoes should be neutral in color or match the color of the scrub whenever possible. A shirt (solid color of the scrub or white) may be worn under the scrub top. Optional: Solid color (same as scrub) or white scrub warm up jacket for those specified below
White warm-up jackets	White warm up jackets are reserved for the following: <ul style="list-style-type: none"> <li>• Nurse</li> <li>• Physician</li> <li>• Clinical Affiliate</li> <li>• Dietician</li> <li>• Respiratory Therapist</li> <li>• Pharmacist</li> <li>• Physical Therapist</li> <li>• Speech Pathologist</li> <li>• Occupational Therapist</li> </ul>

**JOB TITLES AND MANDATORY DRESS ATTIRE:**

<b>Job Title</b>	<b>Dress Attire</b>
Access Scheduler Representative	Business Casual
Accountant	Business Casual
Accounting Clerk	Business Casual
Administrative Assistant	Business Casual
Administrative RN Coordinator	Business Casual
Anesthesia Technician	Hospital issued scrubs
Application Director	Business Casual
Application Leader	Business Casual
Associate	Business
Audiovisual Specialist	Business Casual
Benefits Specialist	Business Casual
Breast Feeding Educator	Business Casual or Navy blue scrubs and a white scrub warm up jacket
Business Systems Specialist	Business Casual
Cardiac Perfusionist	Hospital issued scrubs
Cardiac Sonographer	Hospital issued scrubs
Care Link Representative	Business Casual
Carpenter	Hospital issued black polo type shirt with dark gray trousers
Central Services Technician	Hospital issued scrubs
Certified Tumor Registrar	Business Casual
Chaplain	Business Casual or Cleric attire
Clerk	Business Casual
Clinical Affiliate - Cardiac Surgery	Business Casual or hospital issued scrubs
Clinical Affiliate - MICU	Business Casual or Olive green scrubs
Clinical Affiliate - Surgery	Business Casual or hospital issued scrubs
Clinical Affiliate-Ambulatory	Business Casual or Olive green scrubs
Clinical Affiliate-Hospital/Medicine	Business Casual or Olive green scrubs
Clinical Affiliate- NICU	Business Casual or Olive green scrubs
Clinical Case Manager	Business Casual
Clinical Documentation Specialist	Business Casual
Clinical Educator	Business Casual or navy blue scrubs
Clinical Engineering Technician LI	Business Casual
Clinical Engineering Technician LII	Business Casual
Clinical Nurse Specialist	Business Casual or navy blue scrubs
Clinical Reviewer	Business Casual
Coding Specialist	Business Casual
Communications Technician	Business Casual
Computed Tomography Technologist	Business Casual or Ciel blue scrubs
Computer Support Specialist	Business Casual
Cook	Nutritional Services Uniform
Cook's Helper	Nutritional Services Uniform
Coordinator	Business Casual
Counselor	Ciel blue scrubs
Customer Service Representative	Business Casual (Wine scrubs at the Wound Center)
Dental Assistant	Wine scrubs
Dental Hygienist	Wine scrubs

<b>Job Title</b>	<b>Dress Attire</b>
Design Facilitator	Business Casual
Diagnostic Radiological Technologist	Business Casual, Ciel blue scrubs or hospital issued scrubs if assigned to the Operating Room
Dietetic Technician	Business Casual or wine scrubs
Director	Business or as appropriate, Business Casual or scrub attire
Dispatcher	Business Casual
Driver	Navy blue shirt with hospital logo and casual trousers
Echocardiography Technician	Hospital issued scrubs
EEG Technician	Wine scrubs
EKG Technician	Hospital issued Scrubs
Electrician	Hospital issued black polo type shirt with dark gray trousers
Employee Relations Specialist	Business Casual
Engineer	Business Casual
Equipment Technician	Wine scrubs
Executive Assistant	Business Casual
Executive Director	Business Casual
Executive Vice President	Business
Exercise Physiologist	Business Casual
Facilities Engineer	Business Casual
Facilities Planner	Business Casual
Faculty	Business Casual or navy blue scrubs
Family Therapist	Business Casual
Financial Analyst	Business Casual
Financial Counselor	Business Casual
Garage Attendant	Hospital issued black polo type shirt with dark gray trousers
Geriatric Specialist	Business Casual or Navy Scrubs
Graduate Nurse	Navy blue scrubs
Graduate Respiratory Therapist	Royal blue Scrubs
Grounds Maintenance Staff	Hospital issued black polo type shirt with dark gray trousers
Health Information Assistant	Business Casual
Health Information Technician	Business Casual
Home Health Aide	Caribbean blue scrubs
Hospital Service Technician (HST) Universal Hospital Services	Tan scrubs
Host/Hostess	Nutritional Services Uniform
Housekeeper	Hospital issued pewter gray shirt and black trousers
Human Resources Assistant	Business Casual
Hyperbaric Technician	Wine scrubs
Incinerator Operator	Hospital issued black polo type shirt with dark gray trousers
Infection Preventionist	Business Casual or navy blue scrubs
Information Safety Officer	Business Casual
Instructional Designer	Business Casual
Intern	Business Casual
Interventional Radiology Technologist	Hospital issued scrubs
Librarian	Business Casual
Licensed Marriage & Family Therapist	Business Casual
Licensed Master Social Worker	Business Casual
Licensed Mental Health Counselor	Business Casual
Licensed Practical Nurse	Navy blue scrubs
Linen Services Assistant	Polo shirt with casual trousers
Machine Technician Dialysis	Business Casual
Maintenance Mechanic	Hospital issued black polo type shirt with dark gray trousers

<b>Job Title</b>	<b>Dress Attire</b>
Manager	Business Casual or appropriate scrub attire
Materials Technician	Navy blue shirt with a collar and hospital logo, casual trousers
Medical Assistant	Wine scrubs
Medical Director	Business
Medical Imaging Engineer	Business Casual
Medical Imaging Technician Assistant	Ceil blue scrubs
Medical Secretary	Business Casual
Monitor Technician	Wine scrubs
Network Engineer	Business Casual
Nuclear Medicine Technologist	Business Casual or Ceil blue scrubs
Nurse Recruiter	Business
Nursing Assistant	Caribbean blue scrubs
Nutritional Service Aide	Nutritional Services Uniform
Occupational Therapist	Brown scrubs
Occupational Therapy Assistant	Brown scrubs
Outreach Coordinator	Business Casual
Patient Access Representative	Business Casual
Patient Advocate	Business Casual with tan colored warm up jacket
Patient Care Technician	Wine scrubs
Patient Educator	Business Casual or navy blue scrubs
Patient Safety Representative	Grey scrubs
Patient Service Representative	Wine scrubs
Patient Support Technician	Wine scrubs
Patient Transporter	Hospital issued Teal blue scrub shirt and black casual trousers
Peripheral Vascular Technologist	Business Casual or Ceil blue scrubs
Pharmacist	Business Casual or hospital issued scrubs White (minimum length 33 inches) long lab coat for all decentralized clinical pharmacist assignments
Pharmacy Technician	Business Casual. If working in the IV Admixture room or Operating Room; hospital issued scrubs. If functioning as a Medication Reconciliation Technician; may wear Black scrub jacket or scrubs.
Phlebotomist	Wine scrubs
Physical Therapist	Hunter green scrubs
Physician	Business
Plumber	Hospital issued black polo type shirt with dark gray trousers
Practical Nurse	Navy blue scrubs
President	Business
Program Counselor	Ciel Blue Scrubs
Property Maintenance Mechanic	Hospital issued black polo type shirt with dark gray trousers
Psychiatric Counselor	Business Casual or Ciel Blue scrubs
Psychiatric Rehabilitation Counselor	Business Casual
Psychiatrist	Business
Psychologist	Business Casual
Psychology Intern	Business Casual
Physical Therapy Assistant	Hunter green scrubs
Purchasing Agent	Business Casual
Purchasing Assistant	Business Casual
Quality Improvement Advisor	Business Casual
Receptionist	Business Casual
Recruiter	Business
Registered Dietitian	Business Casual or sage green scrubs
Registered Nurse	Navy blue scrubs*

<b>Job Title</b>	<b>Dress Attire</b>
Registered Nurse First Assistant	Hospital issued scrubs
Rehabilitation Aide	Hunter green scrubs
Renal Technician Dialysis	Wine scrubs
Resident	Business Casual
RN Coordinator	Business Casual or navy blue scrubs
RN Employee Health	Business Casual
RN Manager	Business Casual or navy blue scrubs
RN Risk Manager	Business Casual
Respiratory Therapist	Royal blue scrubs
Respiratory Therapy Technician	Royal blue scrubs
Sales Assistant	Business Casual
Secretary	Business Casual
Service Line Administrator	Business Casual
Security Officer	Security Officer Navy blue shirt and trousers
Service Technician	Wine scrubs
Social Worker	Business Casual
Special Advisor	Business Casual
Speech Pathologist	Grape or Eggplant scrubs
Sr. Accountant	Business Casual
Sr. Communications Technician	Business Casual
Sr. Compensation Analyst	Business Casual
Sr. HRIS Analyst	Business Casual
Student Intern	Business Casual
Student Nutritional Service Aide	Nutritional Services Uniform
Surgical Technologist	Hospital issued scrubs
Switchboard Operator	Business Casual
Systems Analyst	Business Casual
Transcriptionist	Business Casual
Unit Clerk	Business Casual with light blue scrub jacket or light blue scrub attire
Ultrasound Technologist	Business Casual or ciel blue scrubs
Vice President	Business or as appropriate Business Casual or scrub attire
Wound Ostomy Continence Nurse	Business Casual or navy blue scrubs

\*MCHC Pediatric nurses may substitute the solid colored Navy Blue scrub top for a scrub top which has a Navy Blue or White Colored Base with characters.

\*Home Care work attire for clinical staff is the solid color of their discipline in scrubs or polo-type shirt. Khaki or black trousers may be worn.



**DOCUMENT CONTROL TRACKING FILE**

Title: Dress Code	
Standard: NIAHO: _____ CMS _____ ISO _____	
Document Owner: Director of Professional Growth and Development	Forms #:
Reviewed by the following:	
Employee Retention Steering Committee	Date: 2/02
Frank Panzetta, Director of Human Resources	Date: 2/02 10/05 3/09 4/16
Marianne Markowitz, Dean of the College of Nursing	Date: 10/05 3/09
Amy Rhone, Director of HIPPA & Compliance	Date: 10/05
Safety Committee	Date: 2/02
Dress Code Task Force	Date: 3/09
Infection Control	Date: 10/06 3/09 4/16
Vice President Group	Date: 9/06 3/09
Clinical Directors	Date: 3/09 4/16
Director for PM&R – Megan Hickey	Date: 1/13
Jeanette Loftus	Date: 6/10
David Grygiel	Date: 6/10
Chris Pine, Manager of Risk Management	Date: 5/12
Director of Pharmacy	Date: 4/16
Director of Interventional Services	Date: 4/16
Director of Surgical Services	Date: 4/16
Administrator Maternal Child Services	Date: 4/16
Director of Linen: Barbara Wagoner	Date: 4/16
Employee Relations Specialist: Nancy Cahill	Date: 4/16
Manager of Security: Brian Benedict	Date: 4/16
Geriatric Specialist	Date: 1/19
Director for Clinical Services	Date: 1/19
Dean of Academic Affairs	Date: 11/20
Director of Professional Growth and Development	Date: 12/21 1/22 3/22
Administrative Approvals:	
Philip Falcone, MD Chief Medical Officer	Jamie M. Kabanuk, DNP, MSN, RN, NEA-BC Chief Nursing Officer
Additional Approvals:	
Education:	
Monthly policy/procedure update: 4/07 2/10 5/10 7/11 6/12 9/12 2/13 2/15 5/16 5/18 6/18 7/18 1/19 12/21 2/22 4/22	
Additional:	
1/09 Memo from CNO to directors, managers, Sr. VP's , RN's and LPN's outlining goals	
3/09 5/5/16 Presentation at Core	
4/09 Presentation at the Management Meeting	
5/12 Sent as a safety reminder to all staff	

Revisions: 11/03 Revision reflects prohibition of chipped nail polish  
4/05 Clinical Apparel policy incorporated into this policy  
8/05 Changed wording from requiring badge while on duty to hospital campus  
10/05 Linked to Professional Misconduct and Identification Badge Policy  
3/06 Added information re: sensitivity to scented body products.  
10/06 Nails of direct care providers must be natural and less than 1/8 inch  
03/07 Patient Safety Representatives will wear gray scrubs. Shoes with holes on top such as “Crocs” are prohibited for any employee who is Exposure Category I  
10/08 Deleted 4-7  
05/09 Modifications to scrub colors, added definitions, Shoes with holes on top such as “cros” are not recommended for anyone in the clinical area. Work attire is specified for every title within the organization.  
1/10 Security uniform changed to all navy blue  
5/10 Breast Feeding Educators approved to wear Business Casual or Navy Blue Scrubs with a white scrub warm-up jacket.  
6/10 Patient Transporters will wear a Hospital issued Teal blue scrub shirt and black trousers. Patient Advocates will wear a tan colored warm up jacket over business casual dress attire. Maximum length of fingernail changed from 1/8 inch to ¼ inch.  
2/11 Added red scrubs for United Hospital Service Technicians. Also added statement re: return of borrowed scrubs back to the Linen Room.  
5/12 Added employees providing direct patient care may not wear lanyards or cords to hold their ID badge.  
6/12 Added pantyhose must be worn when wearing a skirt or dress.  
9/12 Clarified skirt and dress attire and added white lab coat to pharmacy  
1/13 Added brown scrubs for Occupational Therapy staff.  
8/13 Clarified orange T-shirts worn on Wednesdays, and securing hair.  
1/15 Orange t-shirts no longer approved, EKG Technicians uniform changed to Hospital Issued Scrubs and UHS changed to tan  
4/16

- Surgical Services OR Scrub Attire Policy combined with Dress Code Policy
- Nail polish must be removed on all personnel before scrubbing.
- New titles incorporated into list with corresponding dress attire
- Socks or stockings are not required for employees who are not Exposure Category I
- Skirts and dresses are to be hemmed no shorter than 2 inches above the knee
- Any employee who has a tattoo should have it covered wherever possible. Sleeves should be considered to cover tattoos on the arms.
- When the linen room is closed 10 pm-6am M-F and 7pm-6am S & S employees in need of scrubs will contact an administrative coordinator who will sign out scrubs. Scrubs are to be laundered at home and returned to the Hub within 5 days.
- It is imperative that all employees share the responsibility of stopping anyone (physicians, vendors, clinical affiliates, and other staff) observed outside of the operative area in hospital scrubs and remind them of the need to protect our patients.
- Exposure Category I: Scrub Material must be cotton or a cotton blend. Knits, Fleece or other fabrics with microfibers are prohibited
- Reasonable accommodations may be available for an employee’s religious beliefs consistent with our values and the necessity to project a professional image.

2/18 None  
4/18 Changed Wine scrub jacket or scrubs to Black scrub jacket or scrubs for Pharmacy Technician.  
6/18 Changed surgical Clinical Affiliates to business casual or hospital issued scrubs and non-surgical Clinical Affiliates to business casual or olive green scrubs  
7/18 Changed the dress code for Registered Dietitians to “Business Casual or sage green scrubs.”  
1/19 Geriatric Specialist: Business casual or Coral scrubs.  
11/20 None  
12/21 Changed Chief Nursing Officer name, Changed Document owner to the Director of Professional Growth and Development, Changed Speech Pathologist to “Grape or Eggplant scrubs” and changed Geriatric Specialist to “Business Casual or Navy scrubs”  
1/22 Removed North Surgery Center, Added Unit 1-1 to Surgical Attire List. Under Surgical Attire: removed stipulation to cover a cloth hat with a disposable surgical scrub hat.  
3/22 Added Unit Clerk title and dress code.

References:

10/06 Literature, Research, Expert Opinion

3/07 US Department of Labor Occupational Safety & Health Administration

5/09 NYS Office of Professions, Compass consultant for The Joint Commission on Accreditation Heathfield, Susan M., Dress for Work Success: A Business Casual Dress Code. Human Resources. Retrieved

3/09 from [http://humanresources.about.com/od/workrelationships/a/dress\\_code.htm](http://humanresources.about.com/od/workrelationships/a/dress_code.htm).

McCaughey, Betsy. Hospital Scrubs are a Germy, Deadly Mess. 1/8/09 Retrieved from the *Wall Stree Journal*.

Kayser, Mary. Bugle, Linda W. & Jackson, Elaine. Dress Code Debate: To What Degree Does Nursing Attire Influence Patient Perception of the Experience? *Nursing Management*. 2009 (1) 33-38.

<http://www.infectioncontrolday.com/news/2011/02/long-and-short-sleeved-physician-workwear-receive-the-same-amount-of-bacterial-contamination.aspx#>

4/16 SJHHC titles

Original Date: 11/84

Reviewed/Revision Dates: 9/89 5/90 12/93 8/94 6/95 7/97 6/99 2/02 6/02 8/03 11/03 4/05  
8/05 10/05 3/06 10/06 3/07 10/08 5/09 11/09 1/10 5/10 6/10 12/10 2/11 7/11 5/12 6/12 9/12  
1/13 8/13 1/15 4/16 2/18 4/18 6/18 7/18 1/19 11/20 12/21 1/22 3/22

*This document is confidential and proprietary to St. Joseph's Health, Inc. Unauthorized use or copying without written consent of an Officer is strictly prohibited. Printed copies are to be used as reference only, and are not considered current. The current version of any controlled document may be accessed from the intranet.*