

August 19, 2021

Dear Getty community,

I am writing to you today to confirm Getty's plans for office workers to return to our worksites starting on September 7. I would like to share with you our thinking behind this decision, and to provide you with [links to additional information](#) on Getty GO about vaccinations, testing, and mask requirements that have been established to ensure the safety of our workplace

Many of you have submitted questions about your work schedule and telework opportunities. Getty programs and departments have the authority to set work schedules and to approve individual telework arrangements. Our telework policy is attached. If you have questions about your specific situation or feel that you need an accommodation for childcare or schooling issues, you should talk to your supervisor or manager. If you believe you need an accommodation for health-related concerns, please contact Human Resources,

In May, I announced Getty's intention to return all employees to our work sites by the day after Labor Day, September 7. Getty employees started to return in increasing numbers in July and August, beginning their transitions back to the worksite. I would like to thank the employees and contract staff who have been coming to work on a regular basis (more than 700 employees per day this week). Your efforts to welcome our visitors, to keep our workplaces safe, and protect our buildings and collections is greatly appreciated.

Starting in May, I also communicated Getty's intent to require employees to become fully vaccinated by September 7. I would like to thank everyone—over 77 percent of our staff and over 80 percent of the staff who work for Bon Appetit and Uniserve—who have already verified their vaccination status. I expect many more staff will do so when they arrive on site over the next few weeks. We also have seen large numbers of volunteers and docents participate as well.

The COVID-19 Task Force and Getty leadership have been carefully monitoring the recent increase in the number of new COVID cases in Los Angeles County. Many staff have asked whether this trend might cause Getty to reconsider our plans to return more employees to our offices on September 7. After very careful deliberation, we have confirmed that the previously announced plan will continue to move forward.

All evidence indicates that Getty has and can continue to maintain safe office environments. All of us are concerned about the increase in the number of COVID infections resulting from the spread of the Delta variant. While there have been breakthrough infections among vaccinated people, the large majority of new COVID infections occur within the unvaccinated population, and serious illness among vaccinated individuals is rare.

There have been no reports of worksite-contracted infections at Getty worksites. In the past six weeks, 16 workers have reported contracting COVID. After a rigorous process of contact tracing, we determined that none of these cases resulted from contact at the worksite. This outcome is not accidental, but the result of a very disciplined set of health and safety policies and practices that meet and exceed all LA County health directives and CDC recommendations. And of course, our safety record is also a result of employees' high level of vaccinations and compliance with masking and other requirements. I have every expectation that this excellent record will continue even as additional staff return.

On Tuesday of this week, Getty Center hosted an inspection from the LA County Department of Public Health. The inspection was very thorough, covering all of the Center's buildings and a review of our policies and practices. The results were very encouraging. The inspectors found no evidence of worksite infections, and no areas of noncompliance with county directives. County health inspectors are always welcome here. We consider them to be valuable partners and sources of expertise in protecting our workforce. As more office staff return, we will continue to monitor our worksites closely and make any additional adjustments needed to protect our workers. We also will closely follow the COVID situation in Los Angeles. If new public health orders are issued, we will act accordingly.

We understand and hear the fears and concerns of staff about the recent increase in COVID infections. We especially hear the voices of parents who are facing uncertainties about children being able to remain in school, and about the safety of their unvaccinated children. These parents should know that Getty has policies that help parents make appropriate accommodation for children who cannot be in school, with provision for family sick time as needed.

Here are the things we are asking employees to do before returning to the worksite, if you haven't already done so:

- Become fully vaccinated and bring your vaccination documentation to the worksite. This is a requirement, not a request or suggestion. If you have submitted a request for a vaccine exception due to medical, disability or sincerely held religious belief, you will hear from Human Resources.
- Contact your supervisor or manager about your work schedule and opportunities for telework. These may vary between program and department, depending on the business needs of your areas.
- Contact your supervisor or manager about specific issues that may need accommodation.

Here are some links on Getty GO, under the COVID Update section, for additional resources:

[FAQs](#)  
[Vaccinations](#)  
[Testing](#)

Thank you for being prepared to return to your Getty workplaces beginning Sept. 7, and for getting your final vaccinations and verifications completed.

These have been unprecedented times, and we are grateful for your dedication to your work over the course of the past 18 months. Thanks to your many efforts, Getty has been able to fulfill its mission.

Steve Olsen  
Chief Operating Officer and Chief Financial Officer