

Memorandum

DATE: September 22, 2021
TO: MTS Bus Employees
FROM: Latosha Hardage, IAD Division Manager
SUBJECT: Notice of Potential Exposure to COVID-19

MTS has been informed that one individual who was present at IAD Bus Operations has tested positive for COVID-19, received a positive diagnosis from his/her healthcare provider, and/or was required to isolate by order of a public health official. The individual was last present at the worksite on Friday, September 17, 2021. There have been two (2) cases in the last 14 days and three (3) cases in the last 30 days.

Unless you have been separately notified, we have no reason to believe that you were in “close contact” with the individual during their “high risk exposure period”. Cal/OSHA defines “close contact” as “being within six feet of a COVID-19 case for a cumulative total of 15 minutes or greater in any 24-hour period within or overlapping with the high-risk exposure period,” which applies “regardless of the use of face coverings.” For employees who have developed symptoms, the high-risk period is from two days before they first develop symptoms until 10 days after symptoms first appeared. For asymptomatic employees, the “high risk exposure period” is from two days before until ten days after the specimen for their first positive test for COVID-19 was collected.

Current CDC, state, and County Health Department guidance does not require or recommend that you self-quarantine under these circumstances. You do not need to take any action that you are not already taking (e.g., stay home if sick, maintain social distance, wear mask or cloth face covering at work). However, if you have concerns about what steps may be appropriate for your personal situation, please contact your health care provider.

For privacy reasons, we cannot reveal or confirm the infected person’s identity. We ask that you respect the privacy of your co-workers and avoid speculating as to who the individual may be. We want to create a work environment where individuals who have COVID-19 are comfortable reporting the incident to management immediately.

In accordance with California law, we are providing you the following additional information:

- MTS has a disinfection and safety plan (Pandemic Response Plan) in place that complies with the guidelines of the federal Centers for Disease Control as well as California law. Our safety and maintenance teams are working diligently to disinfect all areas where the individual may have come into contact. If you have any questions regarding our disinfection and safety plan, please contact me.
- You may be eligible for the following COVID-19-related benefits under applicable federal, state, or local laws, and/or company policy: workers’ compensation (as described at Labor Code sections 3212.86-3212.88), [FFCRA/Supplemental Paid Sick Leave], company-provided paid sick leave, paid leave in accordance with Cal/OSHA emergency standards, and job-

protected, unpaid leaves of absence under the California Family Rights Act (CFRA) and/or the California Fair Employment & Housing Act (FEHA) and the Americans with Disabilities Act (ADA). For more information on the options available, please see the Agency intranet and/or contact Joshua Sam Ramos in Human Resources department.

- COVID-19 testing at no cost to you is available during working hours. You may also seek testing through the County of San Diego by calling 211 or visiting the County website <https://www.sandiegocounty.gov/coronavirus.html>
- MTS strictly prohibits retaliation and discrimination against any worker who discloses a positive COVID-19 test or diagnosis or order to quarantine or isolate. If you have any concerns regarding potential retaliation and/or discrimination, please immediately contact the Director of Human Resources or Chief Human Resources Officer.
- Employees are strongly discouraged from asking their coworkers about their facial covering or vaccination status. Badgering, bullying, harassment or other inappropriate behavior related to vaccination status or facial coverings will not be tolerated and will result in appropriate discipline.

As a reminder, please ensure that you are washing your hands frequently, maintaining social distancing, following MTS Policy for wearing face coverings when in public areas and/or within 6 feet of others, and staying home when you are ill. Maintaining a healthy workplace requires all of us to do our part.

Thank you for your attention to this very important matter. If you have any questions or concerns, please contact me or Joshua Sam Ramos, Human Resources Assistant II. Please check (<https://www.sdmts.com/bus-operations-emergency-updates> for answers to frequently asked questions and information on how to obtain FFCRA leave.

cc:

COVID-19 Web Page
Bus Operations Bulletin Boards until (10/22/2021)