



**Metropolitan
Transit
System**

Memorandum

DATE: February 14, 2022

TO: All Employees

FROM: Jeff Stumbo, Chief Human Resources Officer (EEO Officer)

SUBJECT: Governor Relaxes COVID-19 Facial Covering Requirements for Vaccinated Persons

Nearly three months ago, in response to rising COVID-19 cases, Governor Newsom reinstated a facial covering mandate for indoor public places, including all MTS offices and facilities. **Effective Wednesday February 16, 2022, that heightened facial covering requirement will no longer be in effect, so fully-vaccinated employees will again have the option to choose whether to wear masks in administrative settings.** Employees do not need to have received a booster dose to qualify as “fully vaccinated” at this time; however, we expect the definition of “fully vaccinated” to change to only include individuals who have also received all recommended booster doses in the near future. MTS encourages all employees to get vaccinated against COVID-19 and to receive all recommended booster doses.

Unfortunately, the Transit Security Administration (TSA) and Federal Transportation Administration (FTA) have not yet issued updated guidance for frontline public transportation workers, so Bus Operators, Train Operators, Servicepersons and Code Compliance Inspectors must continue to wear facial coverings whenever they are in a revenue vehicle or at a transit center or bus stop. Essentially, employees must wear a facial covering if they are in an area where regulations require passengers to wear facial coverings.

Facial Coverings Following Positive Tests and Exposure

These updated guidelines do not alter the heightened facial covering requirements for employees who have been approved to return to work following a positive COVID-19 test or exposure to COVID-19. These requirements are outlined in my Return to Work Guidance memo dated January 6, 2022, which can be found on the COVID-19 pages on the MTS Intranet site.

Employees Who Are Not Fully Vaccinated

This change does not impact employees who are not fully vaccinated. Unvaccinated employees are still required to wear facial coverings at all times while indoors unless the employee is alone in a room or vehicle or actively eating or drinking while socially distanced. Of course, any employee may choose to wear a facial covering at any time while working and MTS will continue to make facial coverings and N-95 masks available to employees regardless of their vaccination status.



Enforcement and Continued Vigilance

Managers are required to enforce MTS's facial covering requirements within their purview. Managers must review the confidential lists of vaccinated employees provided by the Human Resources Department and make appropriate monitoring/enforcement efforts.

Please use your best judgment in implementing this revised policy and contact your direct supervisor or me if you have any questions. While conditions are improving, it is important that we stay vigilant in our efforts to prevent the spread of COVID-19. Keep in mind that while facial coverings are no longer required in some circumstances, any employee may opt to wear a facial covering even when not required. MTS makes N-95 masks available to all employees.

Please contact me or Brendan Shannon, Director of Human Resources, if you have any questions about facial covering requirements or if you would like to request reasonable accommodations.

cc: All Agency Bulletin Boards
COVID-19 Web Pages
Text to All Employees