



**Metropolitan
Transit
System**

Memorandum

DATE: December 14, 2021

TO: All Employees

FROM: Jeffrey M. Stumbo, Chief Human Resources Officer (EEO Officer)

SUBJECT: New Facial Covering Requirement – All Employees Required to Wear Facial Coverings Indoors

MTS employees have done a fantastic job complying with best practices to prevent the spread of COVID-19 (e.g., high vaccination acceptance, not coming to work when sick, wearing facial coverings when appropriate, etc.). Nevertheless, the number of positive cases has risen sharply in San Diego County and throughout the State over the last few weeks. In response, Governor Gavin Newsom has reinstated the facial covering mandate for indoor public places, which includes MTS offices and facilities. **These new temporary requirements are effective December 15, 2021 and apply to all employees, regardless of vaccination status.**

Details of New Facial Covering Guidance

Prior to this change, regardless of vaccination status, all employees were already required to wear facial coverings in areas where FTA regulations require that customers wear facial coverings (e.g., transit centers, revenue vehicles, bus stops, etc.). Additionally, unvaccinated persons were required to wear facial coverings at all times while indoors unless the employee was alone in a room or vehicle or actively eating or drinking while socially distanced. Prior to this change, fully-vaccinated employees were not required to wear masks indoors unless they were in an area where customers are required to wear masks. In short, the Governor's new order temporarily eliminates the exemption for fully-vaccinated employees. This means all employees must wear a facial covering while indoors in congregate spaces such as conference rooms, hallways, stairways, MTS vehicles, elevators, while in the lunch room, and if you are within six feet (6') of someone. The only exceptions to this rule are when an employee is actively eating or drinking while socially distanced or alone and distanced in private space (e.g., office or cubicle).

Please use your best judgment in implementing this revised policy and contact your direct supervisor or me if you have any questions. Please stay vigilant in your efforts to prevent the spread of COVID-19, including staying at least six-feet away from others, wearing face coverings, and washing your hands frequently. Continued diligence is necessary to keep our coworkers and our families safe.

cc: All Bulletin Boards and COVID-19 Web pages

