

RESOLUTION NO. 2022-116

AMENDING CHAPTER 630 INFECTIOUS DISEASE POLICY AND REMOVING SECTION 648.05 INFECTIOUS DISEASE FROM THE CODIFIED RULES AND REGULATIONS OF THE GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY

WHEREAS, pursuant to Resolution No. 1989-176, the Board of Trustees of the Authority codified the resolutions establishing its policies and procedures; and

WHEREAS, the Authority has conducted a review and determined that Chapter 630 Infectious Disease Policy should be updated to remove content that is already included in other policies and to relate the Authority's infectious disease policy to the Public Transportation Agency Safety Plan ("PTASP"); and

WHEREAS, the Authority has also determined that Section 648.05 should be removed, as it duplicates Personnel Policy 600.05.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Greater Cleveland Regional Transit Authority, Cuyahoga County, Ohio:

Section 1. That Chapter 630 Infectious Disease Policy is hereby amended to read as specified in Attachment A hereto.

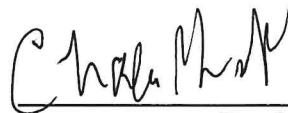
Section 2. That Section 648.05 is hereby removed. Personnel Policy 600.05 shall remain in full force and effect.

Section 3. That the Board of Trustees hereby waives the fourteen-day period provided for in Article XI, Section 2 of the Bylaws.

Section 4. That this resolution shall become effective immediately upon its adoption.

Attachment A – Chapter 630 Infectious Disease Policy

Adopted: December 20, 2022



\_\_\_\_\_  
President

Attest:   
\_\_\_\_\_  
Secretary-Treasurer

## Attachment A to Staff Summary

### CHAPTER 630 Infectious Disease Policy

- 630.01 Purpose; scope.
- 630.02 Discrimination prohibited.
- 630.03 Rights of employees.
- 630.04 Periodic review and amendment.

### CROSS REFERENCES

Nondiscrimination under federal grants and programs – see 29 U.S. Code §794

Nondiscrimination on the basis of disability in programs or activities receiving federal financial assistance – see 49 C.F.R. Part 27

Selling or donating contaminated blood - see Ohio R.C. 2927.13

Immunity of employer – see Ohio R.C. 3701.249

Spreading contagion - see Ohio R.C. 3701.81

Quarantine regulations - see Ohio R.C. 3707.04 et seq.

Greater Cleveland Regional Transit Authority Personnel Policy 600.05

Greater Cleveland Regional Transit Authority Personnel Procedure 1700.03

Greater Cleveland Regional Transit Authority Exposure Control Plan – SOP #10.8

Collective Bargaining Agreement between the Greater Cleveland Regional Transit Authority and the Fraternal Order of Police Ohio Labor Council, Inc.

Collective Bargaining Agreement between the Greater Cleveland Regional Transit Authority and the Amalgamated Transit Union, Local 268

#### 630.01 PURPOSE; SCOPE.

The Authority recognizes that certain infectious diseases pose significant legal, medical and social concerns. In response to these concerns, and consistent with federal, state and local laws, requirements and guidance, the Authority will take proactive steps to protect the workplace in the event of an infectious disease outbreak. It is the goal of the Authority during any such time period to strive to operate effectively, continuously provide all essential services and maintain safety for employees and customers.

The Authority is committed to providing information about the nature and spread of infectious diseases, including symptoms and signs to watch for, as well as required steps to be taken in the event of an illness or outbreak.

It is the intention of the Authority to protect its employees and customers and ensure fair treatment of individuals impacted by infectious diseases.

(Res. 1989-122. Passed 10-17-89. Res. 2022-XXX. Passed 08-XX-22.)

630.02 DISCRIMINATION PROHIBITED.

The Authority prohibits employment discrimination against any employee afflicted with an infectious disease.  
(Res. 1989-122. Passed 10-17-89.)

630.03 RIGHTS OF EMPLOYEES.

(a) The medical records of all employees shall remain confidential, except where disclosure is mandated by law.

(b) The identity of any infected employee shall not be revealed to the general public unless otherwise required by law.  
(Res. 1989-122. Passed 10-17-89.)

630.04 IMPLEMENTATION, PERIODIC REVIEW AND AMENDMENT.

(a) The General Manager, CEO is authorized to issue and make modifications to administrative procedures to implement this policy. In the event of a declared public health emergency, the General Manager, CEO is authorized to take action(s) necessary to protect employees and customers, subject to informing the Board within a reasonable time after such actions are taken.

(b) On an annual basis, the Board of Trustees approves the Public Transportation Agency Safety Plan through which the Authority sets forth its safety program for, among other safety related topics, infectious diseases.

(c) This chapter shall be subject to review and revision by the Board of Trustees every three years to determine that it remains consistent with relevant laws and regulations.

(d) Amendments or revisions to these guidelines may be initiated by the General Manager, CEO or by any member of the Board of Trustees.  
(Res. 1989-122. Passed 10-17-89. Res. 2022-XXX. Passed 12-XX-22.)



TITLE/DESCRIPTION:  AMENDING CHAPTER 630 INFECTIOUS DISEASE POLICY AND REMOVING SECTION 648.05 INFECTIOUS DISEASE FROM THE CODIFIED RULES AND REGULATIONS OF THE GREATER CLEVELAND REGIONAL TRANSIT AUTHORITY	Resolution No.: <b>2022-116</b>
	Date: December 15, 2022
	Initiator: Human Resources
ACTION REQUEST: <input checked="" type="checkbox"/> Approval <input type="checkbox"/> Review/Comment <input type="checkbox"/> Information Only <input type="checkbox"/> Other _____	

- 1.0 PURPOSE/SCOPE: This resolution will amend Chapter 630 Infectious Disease Policy and remove Section 648.05 Infectious Disease from the Codified Rules and Regulations ("Code Book") of the Greater Cleveland Regional Transit Authority.
- 2.0 DESCRIPTION/JUSTIFICATION: The Policies and Procedures of the Board of Trustees were codified in 1989, pursuant to Resolution 1989-176. The Code Book is now undergoing a comprehensive review and update so that the Code will conform to the current structure and operations of the Authority. The proposed amendment will remove content that is already included in other policies and will relate the Authority's infectious disease policy to the Public Transportation Agency Safety Plan ("PTASP"). This action will also remove Section 648.05 from the Code Book, as duplicative of Personnel Policy 600.05.
- 3.0 PROCUREMENT BACKGROUND: Does not apply.
- 4.0 AFFIRMATIVE ACTION/DBE BACKGROUND: Does not apply.
- 5.0 POLICY IMPACT: Adoption of the resolution will update the infectious disease policy and align it with the PTASP.
- 6.0 ECONOMIC IMPACT: Does not apply.
- 7.0 ALTERNATIVES: Not adopting this resolution. Not adopting this resolution would result in a policy that would overlap, and potentially conflict, with other Authority policies and would remain inconsistent with the PTASP.
- 8.0 RECOMMENDATION: This resolution was discussed at the December 6, 2022 Committee of the Whole meeting and recommended for consideration by the full Board of Trustees. It is recommended that this resolution be adopted.
- 9.0 ATTACHMENTS: A. Red-line of proposed amendments to Chapter 630  
B. Red-line of proposed removal of Section 648.05

Recommended and certified as appropriate to the availability of funds, legal form and conformance with the Procurement requirements.

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General Manager, Chief Executive Officer

## Attachment A to Staff Summary

### CHAPTER 630 Infectious Disease Policy

- 630.01 Purpose; scope.
- 630.02 Discrimination prohibited.
- ~~630.03 Objectives.~~
- ~~630.04 References.~~
- ~~630.05 Definitions.~~
- ~~630.06 Procedures.~~
- 630.07 630.03 Rights of employees.
- ~~630.08 Personnel services.~~
- ~~630.09 Guidelines for handling body fluid spills.~~
- 630.1004 Periodic review and amendment.

### CROSS REFERENCES

~~Protecting public from persons with tuberculosis - see Ohio R.C. 339.50 et seq.~~  
~~Nondiscrimination under federal grants and programs – see 29 U.S. Code §794~~  
~~Nondiscrimination on the basis of disability in programs or activities receiving federal financial assistance – see 49 C.F.R. Part 27~~  
Selling or donating contaminated blood - see Ohio R.C. 2927.13  
~~Immunity of employer – see Ohio R.C. 3701.249~~  
Spreading contagion - see Ohio R.C. 3701.81  
~~Dangerous communicable diseases~~Quarantine regulations - see Ohio R.C. 3707.04 et seq.  
~~Greater Cleveland Regional Transit Authority Personnel Policy 600.05~~  
~~Greater Cleveland Regional Transit Authority Personnel Procedure 1700.03~~  
~~Greater Cleveland Regional Transit Authority Exposure Control Plan – SOP #10.8~~  
~~Collective Bargaining Agreement between the Greater Cleveland Regional Transit Authority and the Fraternal Order of Police Ohio Labor Council, Inc.~~  
~~Collective Bargaining Agreement between the Greater Cleveland Regional Transit Authority and the Amalgamated Transit Union, Local 268~~

#### 630.01 PURPOSE; SCOPE.

The Authority recognizes that ~~certain~~ infectious diseases, ~~including, but not limited to, acquired immune deficiency syndrome (AIDS), tuberculosis and hepatitis,~~ pose significant legal, medical and social concerns. In response to these ~~growing~~ concerns, and consistent with ~~State~~ federal, state and Federal local laws,

~~and requirements and guidance, the Authority will take proactive steps to protect the workplace in the event of an infectious disease outbreak. It is the goal of the Authority during any such time period to strive to operate effectively, continuously provide all essential services and maintain safety for employees and customers.~~

~~The Authority is committed to providing information about the nature and spread of infectious diseases, including symptoms and signs to watch for, as well as required steps to be taken in the event of an illness or outbreak.~~

~~It is the intention of the Authority has adopted this comprehensive policy to protect its employees and customers and ensure fair treatment of individuals impacted by infectious diseases.~~

~~(Res. 1989-122. Passed 10-17-89. Res. 2022-XXX. Passed 08-XX-22.)~~

#### 630.02 DISCRIMINATION PROHIBITED.

The Authority prohibits employment discrimination against any employee afflicted with an infectious disease.

(Res. 1989-122. Passed 10-17-89.)

#### ~~630.03 OBJECTIVES.~~

~~The objectives of this comprehensive policy are to:~~

~~(a) Provide Authority-wide guidelines and procedures for handling infectious disease issues;~~

~~(b) Re-assert and clarify the Authority's procedures and employees' rights with respect to the prevention of employment discrimination due to infectious disease;~~

~~(c) Reduce unwarranted fear and misunderstanding about infectious diseases through an educational program.~~

~~(Res. 1989-122. Passed 10-17-89.)~~

#### 630.04 REFERENCES.

(a) Safety Department Guidelines for Handling Body Fluid Spills (October 1989)

(b) GCRTA Guidelines for Handling AIDS-Related Issues (October 1989)

(c) RTA Bulletin No. 82-11, G.I. 3 (Accommodation for the Handicapped) (February 8, 1982)

(d) Ohio Civil Rights Commission Policy Statement on the Treatment of Charges Alleging Discrimination based upon Acquired Immune Deficiency Syndrome (AIDS) (1987)

(e) Ohio Revised Code Section 4112.02

~~(f) — Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 794)~~

~~(g) — Title 49 Code of Federal Regulations Part 27~~

~~(h) — Personnel Policies and Procedures for Greater Cleveland Regional Transit Authority (Revised), November 25, 1975~~

~~(i) — Conditions of Employment GCRTA, effective August 1, 1988~~

~~(j) — Collective Bargaining Agreement GCRTA and Fraternal Order of Police—Ohio Labor Council, expiring January 31, 1992  
(Res. 1989-122. Passed 10-17-89.)~~

~~630.05 — DEFINITIONS. As used in this chapter:~~

~~(a) "AIDS" (acquired immune deficiency syndrome) means a deadly affliction in which a virus, human immunodeficiency virus (HIV), attacks the body's immune system, leaving victims susceptible to a wide variety of infections and cancers.~~

~~(b) "ARC" (AIDS related complex) means a condition caused by HIV in which an individual tests positive for this virus and has a specific set of clinical symptoms which are often less severe than those with classic AIDS. Signs and symptoms of ARC are similar to AIDS. The condition may be mild or severely debilitating. It may continue for several years.~~

~~(c) "Handicapped person" means any person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment or is regarded as having such an impairment. "Major life activities," as used in this subsection, includes such functions as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning and working. With respect to employment, a handicapped person who, with reasonable accommodation and within normal safety requirements, can perform the essential functions of the job in question is considered a qualified handicapped person.~~

~~(d) "Hepatitis" means inflammation of the liver caused by various viruses, including those causing infectious mononucleosis or yellow fever, and by alcohol or other drugs. The illness can progress to death, but is usually self-limited and resolves under medical care.~~

~~(e) "HIV" (human immunodeficiency virus) means a virus which attacks the immune system. HIV is not transmitted by casual contact or even by the close nonsexual contact that normally occurs at work, in school or at home. Transmission to another person must require transmission of body substances containing infected cells. HIV has been found in blood, tears, saliva, vaginal secretions and semen. However, transmission by tears, saliva, clothing or other personal objects used by an infected person, or by air, have not been reported.~~

~~(f) — "Infectious diseases" means diseases caused by or capable of being communicated by the invasion and multiplication of micro-organisms, such as bacteria, viruses or parasites, in the body tissue.~~

~~(g) — "Tuberculosis" means an infectious disease caused by bacteria most commonly growing in the lung from which source the disease can be communicated to others by coughing and inhalation of the bacteria.~~

~~(Res. 1989-122. Passed 10-17-89.)~~

#### ~~630.06 PROCEDURES.~~

##### ~~(a) — Medical Determinations.~~

~~(1) — The determination of whether or not an employee diagnosed as having an infectious disease is to be permitted to continue his or her employment in a capacity that involves contact with the public or other employees shall be made by the Authority's Medical Department on a case-by-case basis in consultation with the employee's treating physician, the employee and/or his or her representative and designated health official.~~

~~(2) — In making such a determination, the Authority's medical staff shall consider:~~

- ~~A. — The recommendation of the individuals identified in paragraph (a)(1) hereof;~~
- ~~B. — The physical condition of the employee;~~
- ~~C. — Whether or not the nature and extent of the disease precludes or impairs satisfactory job performance;~~
- ~~D. — The probabilities that the disease will be transmitted to others in the normal work setting;~~
- ~~E. — The potential health risk to the afflicted employee. Pending such a determination, the employee will be permitted to continue working in his or her current position unless it is determined by the Authority's Medical Director that the employee poses an immediate threat of danger to others.~~

~~Where a determination has been made by the Authority's Medical Director to permit an afflicted individual to remain in the workplace, no employee may refuse to work with this employee.~~

##### ~~(b) — Fitness for Duty.~~

~~(1) — Where fitness-for-duty concerns arise, the recommendations of qualified medical authorities will be considered in the management of each situation on a case-by-case basis.~~

~~Any of the following actions may be taken by the Authority:~~

- ~~A. — Assign the employee to return to his or her regular place of employment;~~
- ~~B. — Assign the employee to a modified work assignment, where such accommodation is reasonable; or~~
- ~~C. Place the employee on a leave of absence or sick leave with pay, or recommend disability leave.~~



~~(2) To determine whether or not an accommodation would impose an undue hardship on the Authority, the following factors will be considered:~~

- ~~A. The type of operation involved, including the composition and structure of the work force;~~
- ~~B. The nature and cost of the accommodation needed; and~~
- ~~C. The effect it has on program accomplishments, including safety.~~

~~(3) The employee will receive written notice of the Authority's determination. The employee may, at any time, request a reconsideration of the Authority's determination, provided that such a request is accompanied by medical evidence of an improvement in the employee's physical condition.~~

~~(4) The Authority will make every effort to accommodate an employee afflicted with an infectious disease. If no accommodation can be made, the employee will be considered ineligible for work and may be separated from the Authority. The employee's file will be documented to show what efforts were made to accommodate the employee.~~

~~(c) Employee Education/Assistance.~~

- ~~(1) An educational program on this policy shall be provided by the Authority.~~
  - ~~(2) Employee participation will be required.~~
  - ~~(3) The Authority's Employee Assistance Program (IMPACT) provides consultants and resource referral services to employees and their families on concerns regarding infectious diseases.~~
- ~~(Res. 1989-122. Passed 10-17-89.)~~

#### ~~630.07 630.03 RIGHTS OF EMPLOYEES.~~

~~(a) The medical records of all employees shall remain confidential, except where disclosure is mandated by law.~~

~~(b) The identify identity of any infected employee shall not be revealed to the general public unless otherwise required by law.~~  
~~(Res. 1989-122. Passed 10-17-89.)~~

#### ~~630.08 PERSONNEL SERVICES.~~

~~This section outlines existing personnel services and provides supplemental information relevant to infectious diseases which include, but are not limited to, AIDS, hepatitis and tuberculosis.~~

~~(a) Employee Education/Assistance. The Office of Small Business and Employment Opportunity (formerly the Affirmative Action Office), in conjunction with other departments, including Training, Medical, Safety, Legal and Personnel, will provide information and training for dealing with infectious diseases in the workplace. The Authority's Employee Assistance Program (IMPACT) provides consultation and resource referral services to employees and their families. Employees with infectious diseases or other life threatening illnesses, as well as employees who have concerns about such illnesses, are encouraged to take advantage of the IMPACT program.~~

~~In responding to employee concerns regarding infectious diseases, IMPACT's staff consults with and makes referrals to other appropriate treatment facilities, including those with which IMPACT is affiliated.~~

~~(b) Fitness for Duty/Accommodation. Employees with handicaps must meet performance standards to maintain their job duties and responsibilities. Available reasonable accommodation will be provided to a handicapped employee if needed. Handicapped employees may continue to work in their current positions as long as they remain able and qualified to safely and regularly perform their job duties.~~

~~Section 504 of the Rehabilitation Act of 1973 requires reasonable accommodation to the known handicaps of an employee or of an otherwise qualified applicant for employment. Reasonable accommodation must be made unless the Authority can demonstrate that the accommodation would impose an undue hardship on its operations. If no undue hardship would result, the Authority must assign an employee who becomes handicapped and unable to safely perform his or her original duties to an alternative position with comparable pay if a position for which the employee qualifies is available. (Comparable pay does not necessarily mean the same pay received prior to becoming handicapped. It does mean pay comparable to the wages or salary being paid to other employees of similar experience and expertise performing the duties of the new job classification for which the handicapped employee qualifies.)~~

~~Each type of handicap or temporary incapacity to perform one's normal duties will require an individual assessment of the person's abilities and the matching of these abilities with available jobs.~~

~~To facilitate the Authority's efforts to accommodate the needs of employees who become handicapped (especially if the handicap is of short duration), the department where the employee normally works will seek to utilize him or her in some capacity which is not injurious to the employee, given his or her medical restrictions. This process will include working with the Authority's Personnel Department to determine if the employee's regular job can be modified to accommodate the medical restrictions. If a job cannot be modified and an employee is no longer able to regularly perform his or her normal duties, the employee may be separated from that position.~~

~~If the employee's condition does not render him or her totally disabled from all employment, the employee shall be referred to the Personnel Department for placement. The employee will be placed on job search assistance~~

~~status for six months and provided with assistance in locating another Authority position.~~

~~If no accommodation can be made, the employee will be considered ineligible for work and may be separated from the Authority. The employee's file will be documented to show what efforts were made to accommodate the employee's handicap.~~

~~(c) Employment/Labor Relations/EEO. In accordance with Federal and State statutes, the Authority does not discriminate on the basis of infectious diseases or other illnesses or conditions considered to be handicaps. Acquired immune deficiency syndrome (AIDS) is among those illnesses regarded as a handicap by the Ohio Civil Rights Commission. Any Authority employee who commits or participates in any action toward other employees or the public that may be construed as a violation of the Authority's nondiscrimination policy will be subject to disciplinary action. Any supervisor who actively or knowingly condones such discriminatory action will also be subject to disciplinary action. Employees involved in a work action or stoppage related to a protected illness will be subject to disciplinary action. Disciplinary action resulting from violations of the Authority's nondiscrimination policy may include suspension, demotion and/or discharge depending on the nature, extent and severity of the infraction.~~

~~The Authority maintains an equal employment opportunity staff to investigate charges of discrimination.~~

~~(d) Benefits. Hourly employees, in the bargaining unit, are eligible for short term disability benefits, for a maximum of twenty-six weeks, before applying for an unpaid leave of absence.~~

~~Salaried employees can use salary continuation days based on the Authority's schedule of permissible salary continuation before applying for an unpaid leave of absence.~~

~~If the employee has used up his or her permissible number of salary continuation days, he or she is eligible for short term disability benefits.~~

#### ~~Years of Service~~

~~0 through 1 year 11 months~~

~~2 through 4 years~~

~~5 through 9 years~~

~~10 through 14 years~~

~~15 through 19 years~~

~~20 through 24 years 25 years and over~~

#### ~~Salary Continuation~~

~~One day for each two months of service to maximum of 11 days 11 days~~

~~22 days~~

~~44 days~~

~~66 days  
99 days  
132 days~~

~~An unpaid leave of absence may be granted by the General Manager/ Secretary-Treasurer in accordance with approved policies of the Board of Trustees.~~

~~While on an unpaid leave of absence, the employee retains all medical and other group insurance coverages until he or she is separated from the Authority.~~

~~Upon separation from the Authority, an employee is eligible to pay for continuation of medical, dental and vision coverages, at group premium rates, in accordance with the provisions of the Consolidated Omnibus Budget Reconciliation Act (COBRA). COBRA rights are not affected by an employee's separation due to a medically verified inability to work.~~

~~(e) Pension Benefits. If the employee meets service retirement requirements with the Public Employees Retirement System, he or she may retire at age sixty with five years of service credit, or on a reduced basis with twenty-five years of age fifty-five. With thirty years of service credit an employee may retire at any age, without reductions.~~

~~If vested, but ineligible for service retirement, an employee who becomes permanently disabled for the performance of duty before age sixty and has completed sixty months of contributing service is eligible for disability retirement with PERS.~~

~~An employee separated from the Authority may choose to withdraw his or her accumulated contributions if not eligible or not desirous of obtaining service or disability retirement benefits.~~

~~(Res. 1989-122. Passed 10-17-89.)~~

#### ~~630.09 GUIDELINES FOR HANDLING BODY FLUID SPILLS.~~

~~(a) This section is intended to give some guidance as to how to handle the situations in which an exposure to AIDS or other blood-borne diseases may be possible. It is a fact that AIDS cannot be easily transmitted and that sexual contact or blood-to-blood contact must occur in order for a person to get infected with the disease. However, in the workplace in situations where contact with body fluids may take place, full precautions are recommended. This makes sense for two reasons: it is not known whether the body fluids spilled may contain the AIDS virus and, secondly, there are other diseases, such as hepatitis, that may be caught from the improper handling of body fluids.~~

~~(b) Where body fluids have been spilled, the worker involved in clean-up should follow certain procedures, as recommended by the Centers for Disease Control:~~

~~(1) Latex or rubber gloves must be worn. Use care to avoid splashing of the material or contact with unprotected areas of the body.~~

~~(2) Saturate the area with a solution of household bleach, one part bleach to nine parts water. Let it sit on the spill area for three to five minutes.~~

~~(3) Soak up the spill as much as possible with absorbent material, such as paper towels.~~

~~(4) Saturate the spill area with cleaning solution; any industrial cleaner or even ordinary household detergent will do. CAUTION: Do not mix cleaning solutions, detergents or bleach together - adverse chemical reactions may result.~~

~~(5) Soak up the cleaning solution with absorbent materials, such as paper towels.~~

~~(6) Wash the area again with water.~~

~~(7) Have a trash bag on hand and immediately dispose of all materials used to clean the area. Normal methods of disposal are adequate.~~

~~(8) Use care when removing gloves and wash hands thoroughly with soap and water.~~

~~(e) Where a collision has occurred and persons have bleeding injuries, there is also potential for exposure. Operators who may be splattered by the blood of injured parties in the event of an accident should also have alcohol wipes available in the vehicle. Supervisors who may be involved in an evacuation of a bus or rail car will be supplied with disposable gloves.~~

~~(d)(a) Extreme caution must be used at an accident scene. There may be broken glass and jagged edges of metal. Supervisors should minimize contact with victims who have bleeding wounds; emergency medical technicians will generally be better protected against exposure in these situations.~~

~~(e)~~

~~All supervisors and employees who may conceivably be exposed to body fluids as described herein should be prepared for that possibility. This means that gloves and other supplies should be on hand and procedures in place so that when the potential for exposure arises, unnecessary risks will not need to be taken. If there are any questions or further information required, see the supervisor or contact the Safety Department. (Res. 1989-122. Passed 10-17-89.)~~

#### 630.10630.04 IMPLEMENTATION, PERIODIC REVIEW AND AMENDMENT.

(a) The General Manager, CEO is authorized to issue and make modifications to administrative procedures to implement this policy. In the event of a declared public health emergency, the General Manager, CEO is authorized to take action(s) necessary to protect employees and customers, subject to informing the Board within a reasonable time after such actions are taken.

(b) On an annual basis, the Board of Trustees approves the Public Transportation Agency Safety Plan through which the Authority sets forth its safety program for, among other safety related topics, infectious diseases.

~~(a)(c)~~ This chapter shall be ~~reviewed biannually~~subject to review and revision by the Board of Trustees every three years to determine that ~~adequate procedures exist which do not conflict with existing personnel procedures and it remains consistent with~~ relevant laws and regulations.

~~(b)(d)~~ Amendments or revisions to these guidelines may be initiated by the General Manager/~~Secretary-Treasurer~~, CEO or by any member of the Board of Trustees.

(Res. 1989-122. Passed 10-17-89. Res. 2022-XXX. Passed 12-XX-22.)

## Attachment B to Staff Summary

### ~~648.05—INFECTIOUS DISEASE.~~

~~(a) The Authority recognizes the impact of infectious diseases, including, but not limited to, Acquired Immune Deficiency Syndrome (AIDS), Methicillin Resistant Staph (MRSA), tuberculosis, and hepatitis. Infectious diseases pose significant legal, medical and social challenges. Consistent with State and Federal laws and requirements, the Authority will make every effort to educate, train and protect employees who may encounter the devastating effect of an infectious disease.~~

~~(b)—~~

~~For more information refer to the Exposure Control Plan SOP. (Res. 2001-119. Passed 8-21-01; Res. 2013-95. Passed 9-17-13.)~~