



Vaccination and Testing Policy Status

September 2, 2021

JPB Meeting

Agenda Item 11

Overview

- The COVID-19 pandemic continues to significantly affect Caltrain's operations and the communities we serve
- Delta variant of COVID-19 has led to a steep rise in the number of new cases
- Vaccination coverage remains inconsistent across the region

Employer Vaccine Mandates

- EEOC and CDFEH issued guidance that employers may require employees to be vaccinated with exemptions for medical and religious reasons
- Federal, state and some local governments have implemented vaccine and testing requirements for employees

Federal Level

Federal government

- Employees of the federal government and onsite contractors are required to show proof of vaccination or submit to regular testing

Amtrak

- All employees must show proof of vaccination by November 1 or submit to weekly testing; Amtrak is developing policy for onsite contractors

Local Transit Agencies

BART

- BART employees must show proof of vaccination or continue to wear masks at all times while on District property
- Employees who show proof of vaccination receive two days of paid time off

JPB Member Counties

CCSF

- Policy requires that city employees must be fully vaccinated no later than 10 weeks after the FDA gives final approval to at least one COVID-19 vaccine, including SFMTA

Santa Clara County

- Policy requires employees to be vaccinated by September 30 unless they have requested an exemption.
- County contractors may be banned from county worksites and barred from supplying services to the County if they fail to comply

San Mateo County

- Currently does not have a policy requiring vaccination for county or transit employees

Practical Implications for Employers

- Employee and public relations
- Collective Bargain Agreements
- Privacy concerns
- Contractors

JPB Safety and Vaccination Efforts

- Mask mandate to protect riders, public safety officers, and TASI employees.
- In April and May 2021, JPB and TASI sponsored events to promote vaccination
 - Hundreds of SamTrans and TASI employees were vaccinated at vaccine clinics held at Diridon Station and North Base
 - SamTrans offered incentives including paid time off for employees who submitted proof of vaccination
 - TASI offered employees up to 4 hours of pay for submitting proof of vaccination through June 2021 and recently reinstated this incentive program

Future Safety and Vaccination Efforts

SamTrans

- JPB is working with SamTrans to implement a policy requiring employees and contractors that work in SamTrans facilities to submit proof of vaccination or submit to regular testing in the next few weeks

TASI

- JPB is working with TASI to implement vaccination/testing policy that would cover TASI employees working at Caltrain/SamTrans facilities
- Currently, 65% of TASI's employees are vaccinated, including 73% of conductors

JPB Contractors (excluding TASI)

- JPB contractors' policies on COVID-19 vaccination requirements vary
- Staff surveyed contractors based at Caltrain facilities and working on capital projects.
 - Only 7 out of 26 of these contractors have vaccination policies requiring proof of vaccination or regular testing
 - For contractors who reported vaccination rates, the rates of employees vaccinated ranged from 43 to 100 percent
- JPB is working with its contractors to encourage them to implement vaccination/testing policies