

**MINUTES OF THE SPECIAL MEETING OF THE
COAST LABOR RELATIONS COMMITTEE**

Meeting No. 43-20

Date/Time: Wednesday, July 29, 2020

Place: Via Teleconference

Present:	<u>For the Union</u>	<u>For the Employers</u>
	W. Adams	J. McKenna
	R. Olvera, Jr.	S. Hennessey
	C. Williams	W. Bartelson
	F. Ponce De Leon	M. McKenna

Also Present: K. Donovan

Use of Face Coverings

The Committee met to discuss the use of face coverings.

Given the increasing severity of the COVID-19 health crisis, the Committee agreed that all individuals accessing PCL&CA covered work sites, joint dispatch halls, and/or training sites (e.g., longshore worker, marine clerk, casual worker, walking boss/foreman, superintendent, manager, outside truck driver, vendor, contractor, other employees of PMA member companies, and PMA staff) are required to wear face coverings at all times when indoors, except when working alone in an office, and at all times outdoors, including in equipment, when six feet of social distancing is not possible. Those refusing to comply will not be permitted to access PCL&CA covered work sites, joint dispatch halls, and/or training sites.

The JPLRC and steady employers shall engage in the interactive process as outlined in the CLRC Policy on ADA Compliance and Reasonable Accommodation (CLRC ADA Policy) for any PCL&CA worker requesting an accommodation because he/she has been instructed not to wear a face covering by a medical provider. In such cases, the worker is required to submit a request for reasonable accommodation in accordance with the CLRC ADA Policy. The JPLRC or steady employer shall process requests received and may exempt a worker from wearing a face covering for medical reasons. However, in such instances, care should be taken to consider the use of a non-restrictive alternative, such as a face shield with a drape on the bottom edge, preferably form fitting under the chin, as long as their medical condition permits it. Any such accommodation requests shall be expedited.

The Committee further agreed that use of face coverings outlined above will remain in place until August 31, 2020. The Committee shall meet to revisit the issue and determine the next appropriate steps by August 31, 2020.

Item closed.

Date Signed: 07/29/20

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For the Union:

For the Employers:

