	MANDATORY VACCINATION AND MEDICAL TESTING POLICY	DOCUMENT TYPE: POLICY
		DOCUMENT NO: POP - 08
		BOARD COMMITTEE: PERSONNEL COMMITTEE
		ORIGINATION DATE: 11/15/2021
		LAST UPDATED: 11/15/2021

1.0 POLICY STATEMENT

- 1.1** It is policy of the Louisville and Jefferson County Metropolitan Sewer District (“MSD”) to provide and maintain a safe and healthy workplace for its employees. Toward this end, during an infectious disease outbreak (epidemic) and/or pandemic, all employees and other individuals that work within MSD’s workplaces must cooperate in reducing the presence and transmission of such outbreaks and pandemics by taking advantage of available vaccinations or undergoing regular testing. Vaccination, testing and other protective measures, such as face coverings are important tools in reducing the presence and transmission of epidemics and/or pandemics within MSD’s workplaces and shall be mandatory protective measures under applicable workplace procedures, subject, however, to exceptions required by law.
- 1.2** MSD will comply with all applicable state, federal, and local laws, regulations, and statutes relating to the control of infectious diseases/pandemics in the workplace.
- 1.3** MSD will follow guidance from the Centers for Disease Control and Prevention and local health authorities, as applicable.
- 1.4** This policy is subject to MSD’s practice of considering requests for and providing reasonable accommodations for MSD employees to the extent required by applicable law.

2.0 SCOPE

- 2.1** This policy applies to all MSD employees and officers, including Board members, as well as all MSD contractors, consultants, suppliers and vendors providing services in MSD workplaces, except workplaces that are exclusively outdoors.

3.0 AUTHORITY


- 3.1** The MSD Human Resources Director, with approval of the Executive Director, is responsible for the recommendation, administration, and management of this MSD policy. The MSD Human Resources Director may delegate such authority as may be appropriate and necessary for the proper performance in accordance with this policy.

4.0 LOCATION

- 4.1** The original signed policy is on file with the MSD Secretary.
- 4.2** This policy and Related Documents shall be posted on MSD's Intranet website.

5.0 TRAINING

- 5.1** The MSD Human Resources Director through the Organizational Development and Training Department will be responsible for the necessary training of this policy. The Human Resources Director has the discretion to determine the frequency of training, personnel responsibility for conducting the training and employees whom must attend the training sessions. The MSD Human Resources Director shall follow the documentation requirements for training set forth in the Policy Development Policy.

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6.0 REVIEW CYCLE

6.1 This policy will be reviewed every three (3) years.

6.2 Any substantive changes to the policy other than the policy statement shall be presented to the Executive Leadership Team prior to the Board Committee for which the policy is submitted for Board Committee review.

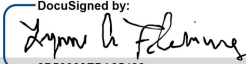

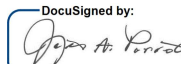
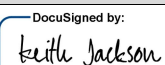
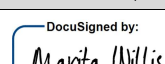
7.0 AUDIT

7.1 The provisions of this Policy, Procedures and Related Documents are subject to audit by MSD's Internal Audit Department, as well as external, regulatory, and contract auditors.

8.0 HISTORY

ORIGINATION DATE	
11/15/2021	Original Policy
REVIEW / REVISION DATE	SUMMARY OF REVISIONS
MM/DD/YYYY	

9.0 APPROVALS

DocuSigned by:  <small>3B58803EBA85433</small> Lynne A. Fleming, Policy Owner	11/23/2021
	Date
DocuSigned by:  <small>95A3017B21434F6</small> James A. Parrott, Policy Review Committee	11/23/2021
	Date
DocuSigned by:  <small>95A3017B21434F6</small> James A. Parrott, Executive Director	11/23/2021
	Date
DocuSigned by:  <small>CP5003A9E92847D...</small> Keith Jackson, Chair, MSD Board Personnel Committee	11/23/2021
	Date
DocuSigned by:  <small>23F14F5818A049C</small> Marita Willis, MSD Board Chair	11/18/2021
	Date

DISCLAIMER: MSD reserves the right to review and update this policy as deemed necessary, at any time, with or without notice.