

SECTION 1.13 COMMUNICABLE DISEASES

An infected or contagious employee may be excluded from work when:

- he/she poses a significant risk in his/her job, i.e., a high probability of substantial harm to himself;
- he/she would pose a risk to coworkers or the public susceptible to infection, through the presence of a secondary infection; or
- leaving the employee on the job would represent an undue hardship on the Employer.

This policy will not require, or result in, any special regulations, privileges, or exemptions from the standard administrative practices applicable to job performance requirements.

All medical records are confidential and are not available for public inspection. Such records are only available to management who must investigate whether the employee poses a threat of contagion.

The Employer discourages employees from discussing, providing information, or provoking the discussion of any employee's disease. Such a matter is private and should not be discussed in the workplace, except for official management responsibilities. An employee's refusal to work with an infected coworker may be subject to disciplinary action. Such a decision will be reviewed on a case-by-case basis.