



Southwest Carpenters Training Fund

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MEMORANDUM

To: All SWCTF Apprentices
From: Louis Ontiveros - Director
Date: July 1, 2021
Re: Mask Policy

The safety of members and our staff is always the Southwest Carpenters Training Fund's (SWCTF) top priority. As an organization, we have taken steps to ensure that you do so in a safe environment when you attend scheduled classes, which includes a fully vaccinated staff. Additionally, we need the cooperation of our members to help keep each other safe. "Fully vaccinated" means that we have verified that you have received a vaccine at least 14 days following a second dose in a two dose vaccine or a single vaccine. Vaccines must be FDA approved, or have Emergency Use Approval, or for persons outside the country, be listed for emergency use by the World Health Organization. If any other vaccines are required in the future, this policy will be updated to conform to future vaccine developments such as booster shots.

Effective July 6, 2021, following recommendations from the CDC, fully vaccinated members can safely remove face masks while training at an SWCTF facility. Fully vaccinated members must show proof of vaccination and complete the SWCTF's COVID-19 verification consent form. Masks or facemasks or a surgical mask, a medical procedure mask, a respirator worn voluntarily, or a tightly woven fabric or non-woven material of at least two layers. A face mask has no visible holes or openings and must cover the nose and mouth. A face mask does not include a scarf, ski mask, balaclava, bandana, turtleneck, collar, or single layer of fabric.

Members who are not vaccinated or do not wish to reveal their status of vaccination to the SWCTF must remain masked at all times while participating in training and at any SWCTF facility, subject to other exceptions provided by this policy. Requiring a properly worn mask is a reasonable and necessary measure to prevent the introduction, transmission, and spread of COVID-19.

The SWCTF will enforce a zero-tolerance policy as we continue to do everything we can to confront the pandemic. Failure to comply with the policy set forth is cause for suspension from participating in a scheduled training session. Credit will not be given for the assigned course, and advancement to the next level will not apply if applicable.

Wristbands will identify vaccination status. The SWCTF will distribute wristbands to fully vaccinated members. Those without a wristband will be required to wear a facemask subject to the terms below. For members that have a medical or mental disability or those who are hearing-impaired.

The SWCTF will not discriminate against apprentices based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. SWCTF will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under

Title 29 of the Code of Federal Regulations, part 30.

SWCTF will engage in a dialogue with any member who cannot wear face masks due to the member's known medical or mental disability or who have a known hearing-impaired condition or are communicating with a hearing-impaired person. The face mask requirement may also be altered for those specific tasks which cannot be feasibly performed with a face mask, but is limited to the time period in which such tasks are actually being performed.

For those members with a known medical or mental health condition, SWCTF will require them to wear an effective non-restrictive alternative such as a face shield with a drape on the bottom, if the condition or disability permits.

This policy will remain in effect unless modified or rescinded based on specific public health or other considerations.

We are not willing to compromise the safety of members and staff. We appreciate your understanding, Especially during these times. Thank you for doing your part to keep those around you safe.

Sincerely,

A handwritten signature in blue ink, appearing to read "Louis A. Ontiveros".

Louis A. Ontiveros
Executive Director