



HUMAN RESOURCES UPDATE

November 2020



COVID-19 Update

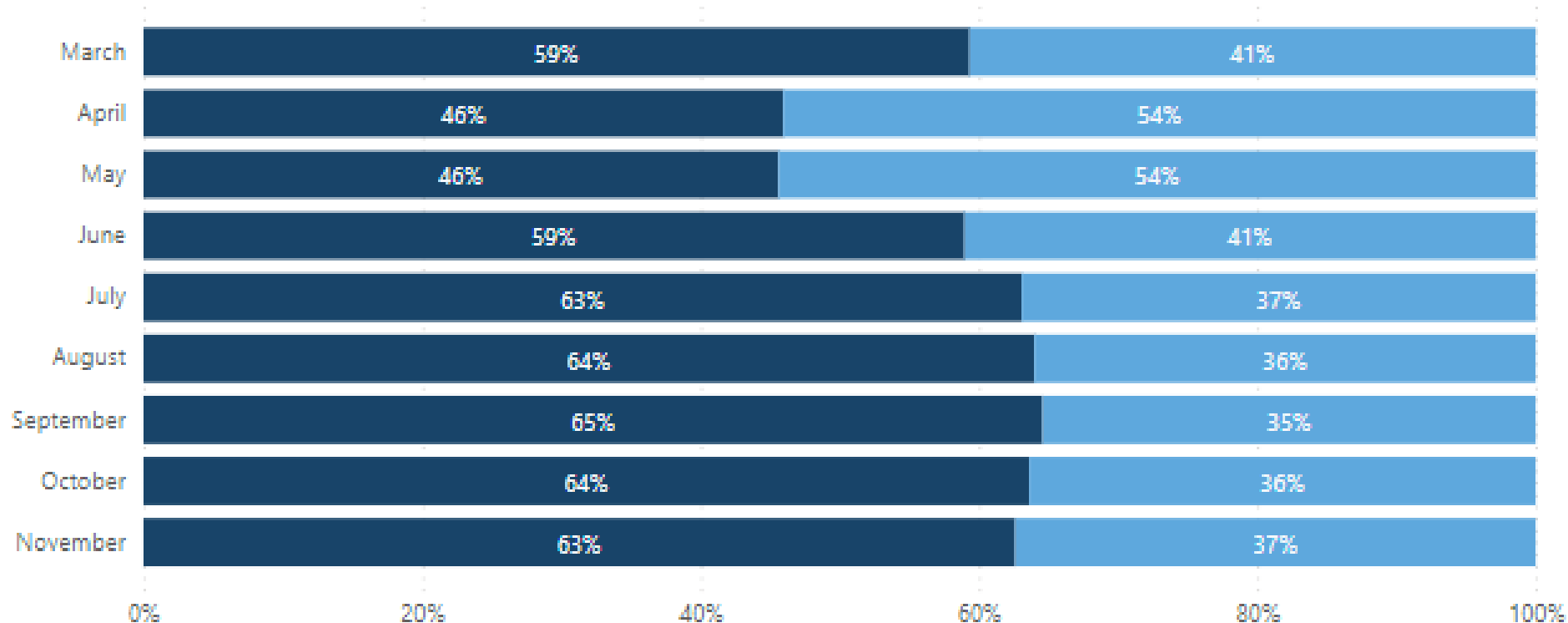
COVID-19 Workforce Safety Steps

- MassDOT Face Covering and Workplace Safety Policy issued 11/5/20
 - Clarifies where and when face covers must be worn
 - Requires medical documentation for an exemption to the policy
 - Acknowledgement of receipt of the policy required
- Revised Telework Policy issued to address updated COVID impact to the nature of telework
 - Allows more flexibility in scheduled hours of work for those with childcare or school related issues
 - Requires employees to submit and have approved by their manager
- Stockpiled a six-month supply of PPE
- Multiple spaces reconfigured to meet social distancing requirements
- Modifications to cubicles to add Plexiglas to meet separation height requirements
- Upgraded HVAC filtration systems and increased ventilation for fresh air exchange at public facing facilities
- Installed over 120 air purifiers where ventilation was substandard
- Ongoing communications to staff on resources available for work/life balance and emotional support issues, development and learning opportunities and how to work more effectively while teleworking

Proportion of work hours in person vs. telework

All MassDOT Employees 3/15/20 – 11/20/20

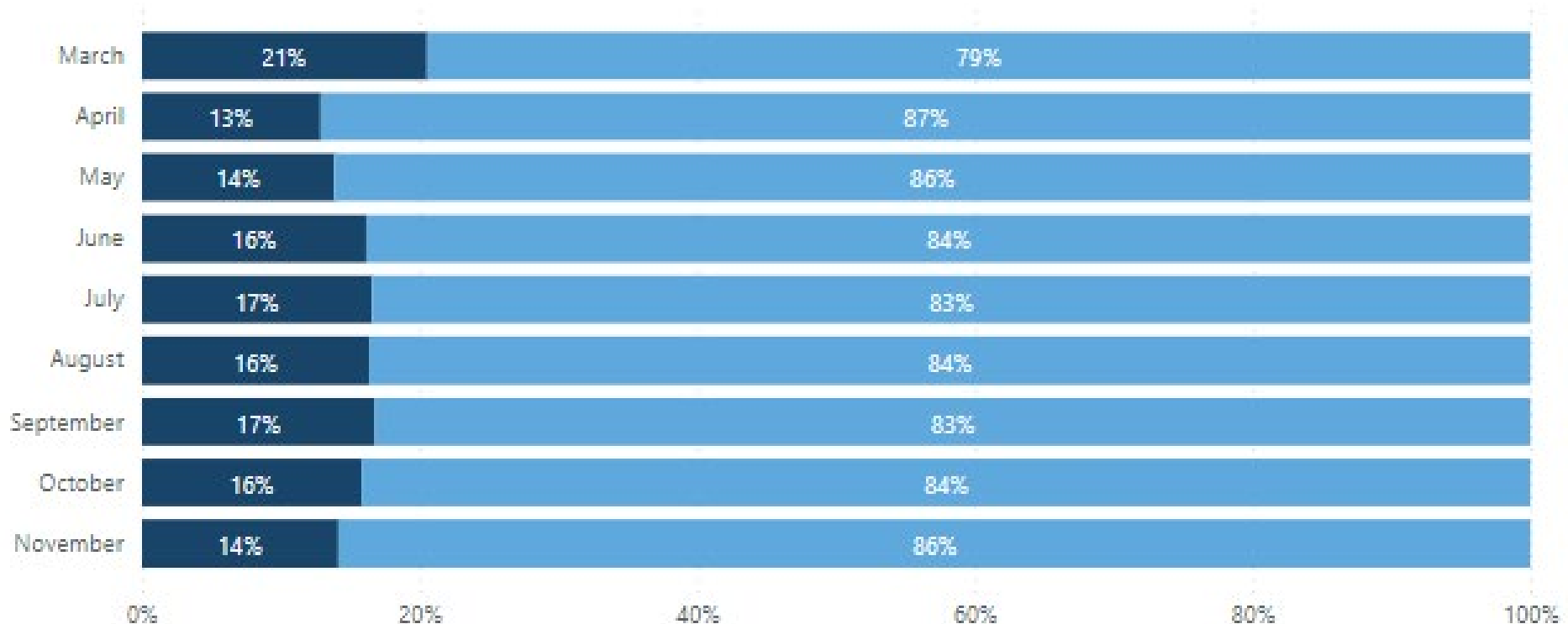
Location ● Reporting in person ● Working from home



Proportion of work hours in person vs. telework

10 Park Plaza Employees 3/15/20 – 11/20/20

Location ● Reporting in person ● Working from home



Future telework preferences self-reported by employees currently teleworking

What level/amount of telework would you be most interested in during phase 4 and beyond?

