

RESOLUTION 2021-4

A RESOLUTION OF THE LAKE COUNTY PUBLIC LIBRARY ON EMPLOYEE SAFETY

Whereas: The Lake County Public Library (LCPL) and its Board of Trustees are committed to protecting the health and safety of Library staff, patrons and all Lake County citizens;

Whereas: Occupational Safety and Health Administration (OSHA) have issued updated [Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace](#);

Whereas: Centers for Disease Control and Prevention (CDC) have issued Guidance for COVID-19;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees that Lake County Public Library will implement multi-layered interventions to protect employees and mitigate the spread of COVID-19, including but not limited to:

- Grant paid time off for employees to get vaccinated (flu and Covid-19);
- Continue implementing measures to ensure that sick or COVID-19 positive workers isolate until they are no longer infectious, according to applicable CDC guidance;
- Encourage employees to self-monitor for signs and symptoms of COVID-19;
- Continue a flexible, non-punitive paid sick leave and supportive policies and practices as part of a comprehensive approach to prevent and reduce transmission of all respiratory diseases among employees;
- Maintain pexiglass barriers at service desks;

- Maintain ventilation systems according to the [CDC's Ventilation in Buildings](#) and in the [OSHA Alert: COVID-19 Guidance on Ventilation in the Workplace](#). These recommendations are based on ASHRAE [Guidance for Building Operations During the COVID-19 Pandemic](#);
- Perform routine cleaning and disinfection and follow the current [CDC cleaning and disinfection recommendations](#);
- Recommend employees and patrons follow current masking guidelines for indoor and outdoor library spaces;
- Recognize the fact that wearing a face covering is a personal decision and encourage everyone in the workplace to respect each other's choices as to when and where they choose to wear a face mask;
- Encourage face coverings during seasonal outbreaks of respiratory illnesses;
- Continue to provide face coverings to employees at no cost when requested;
- Continue to encourage respiratory etiquette;
- Continue to provide instruction, signage, facilities and supplies to encourage regular hand washing and sanitizing;
- Implement protections from retaliation and set up an anonymous process for employees to voice concerns about COVID-19-related hazards;
- Authorize the Director/CEO to modify these safety measures or implement complimentary mitigation efforts as guidelines are updated by OSHA, IOSHA, Indiana Department of Health, Lake County Department of Health, or other relevant federal, state, and local authorities.

All employees are equally responsible for supporting, implementing, complying with and providing recommendations to further improve all aspects of this workplace safety plan.

This Resolution supersedes Resolution 2020-6 passed by Lake County Public Library Board of Trustees on July 23, 2020 regarding the wearing of face masks in the library facilities.