



1 **Operations Committee Meeting Agenda**
2 **November 8, 2021, 2021 10:00 AM**
3 **101 Queen City Road, Burlington VT 05401**

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5 *The mission of GMT is to promote and operate safe, convenient, accessible, innovative, and*
6 *sustainable public transportation services in northwest and central Vermont that reduce congestion*
7 *and pollution, encourage transit-oriented development, and enhance the quality of life for all.*
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9
10 **Present:**

11 Commissioner John Sharrow, Milton
12 Commissioner Bonnie Waninger, Washington County
13 Commissioner Matt Cota, South Burlington
14 Jon Moore, General Manager
15 Nate Bergeron, GMT Driver
16 Jamie Smith, Director of Planning and Marketing
17 Connie Englert, Director of Transportation
18 Nick Foss, Director of Finance
19 Nate Bergeron, GMT Driver
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21
22 **Open Meeting**

23 Commissioner Sharrow opened the meeting at 10AM.
24

25 **Adjustment of the Agenda**

26 GM Moore added item 5a to present a draft employee vaccine and testing policy.
27

28 **Public Comment**

29 None
30

31 **Approval of Committee Minutes (September 13, 2021)**

32 Commissioner Waninger made a motion to approve the September minutes,
33 Commissioner Sharrow seconded. All were in favor and the motion carried.
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35 **Vaccination and Testing Policy: (new)**

36 OSHA has come out with rule making for large employer vaccination requirements.
37 GM Moore presented a draft vaccination policy and asked for committee
38 endorsement. The full policy will go to the GMT Board of Commissioners at the
39 November meeting for approval.
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41 GM Moore noted that GMT is presenting a policy that asks for vaccinations or a test
42 out option and stated that GMT doesn't want to make determinations on medical and
43 religious exemptions.

44
45 Commissioner Waninger asked if fully vaccinated meant that folks would have to get
46 the booster? GM Moore said the booster isn't a requirement at this time.

47 Commissioner Waninger also asked if employees who opt for weekly testing will be
48 responsible for scheduling and paying for that testing? GM Moore said they would.

49
50 Commissioner Sharrow asked if the policy has been presented to the union. Nate
51 Bergeron said the only concern is the mean and use of the policy and the union
52 would likely request to bargain over the mean and use of the policy.

53
54 GM Moore noted that there is up to a \$14,000 fine per employee who doesn't
55 comply (the employer would be required to pay). Nate Bergeron said that the
56 company has done a great job at encouraging employees to get the vaccine, but
57 would like to understand what health conditions and religious exemptions would
58 allow someone to be exempt. GM Moore said that the policy is written that would
59 allow for the test out option so the company is not making determinations on
60 religious and medical exemptions.

61
62 The committee endorsed the development of the policy and moving this item to the
63 November board meeting. Commissioner Waninger asked about connection
64 between the vaccination policy and the masking policy? GM Moore said there needs
65 to be more research on the requirements and we now allow folks to go mask less in
66 their individual work space. That could change if someone if unvaccinated.

67
68 **Passenger Face Covering Distribution Policy Discussion**

69 GM Moore gave a brief update about the added stress experienced by the bus
70 operators due to the face mask requirements. Director Englert discussed the three
71 approaches to providing masks for passengers. Commissioner Sharrow said he is
72 surprised that masks aren't readily available always, which seems to be status quo
73 at most businesses.

74
75 Commissioner Waninger asked if there is a way to have masks available need the
76 door to eliminate the interaction between passengers and drivers? Director Englert
77 walked through some of the ideas to have masks available that would help take
78 drivers out of the equation.

79
80 Nate Bergeron asked, before the board makes recommendation, that the company
81 remove the driver from the equation and noted that when drivers run out of masks, it
82 causes conflict. There was a conversation about community responsibility to have
83 and wear their masks. Commissioner Sharrow felt that providing masks was



84 important to maintain customer service. Nate Bergeron firmly stated that when
85 drivers run out of masks, there is passenger conflict.

86
87 Director Englert noted that this discussion is really meant to clarify the expectation,
88 at this time drivers are not required to take masks. A majority of driver have been
89 taking masks as a way to avoid conflicts that arise with a denial of service.

90
91 Commissioner Cota asked what is the exposure to GMT if drivers are not enforcing
92 the mask mandate and allowing passengers to ride mask less. GM Moore noted that
93 there is the public health exposure, and in the master agreement that we sign
94 annually, there are some penalties listed in terms of federal funding impacts. The
95 FTA noted that the goal is not enforcement, but compliance of the mask mandate.

96
97 **Downtown Transit Center Safety and Security Discussion**

98 GM Moore gave an update on GMT's efforts to procure security. The public
99 conditions have become difficult at the Downtown Transit Center from both
100 passengers and non-passengers. There have been initial conversations with the
101 Sherriff's Department.P

102
103 **Montpelier Transit Center Sub-Lease Discussion**

104 GM Moore gave an update on the request made by the Homelessness Committee to
105 be able to keep the MTC open after hours to provide bathroom access. Two
106 partners, Good Samaritan Haven and Another Way, would sublease the building and
107 would staff the afterhours access. City of Montpelier supports this, GMT has some
108 concerns but ultimately, we would support this as long as it doesn't affect our
109 operations.

110
111 **Monthly Operations and Maintenance Update**

112 Commissioners expressed appreciation for the report, but they didn't have
113 comments. GM Moore said that staff is issuing an internal bulletin to staff as well.
114 Director Englert added that there was a request for staff to look into small vehicle
115 charging stations and she has provided information in her report.

116
117 **FY23 Capital Budget Presentation and Discussion**

118 Staff gave an update on the Capital budget, specifically a sustainable replacement
119 schedule for vehicles. VTrans has expressed an interest in providing funding for two
120 35' foot electric vehicles.

121
122 **Adjourn**

123 Commissioner Cota made a motion to adjourn, Commissioner Waninger seconded.
124 All were in favor and the motion carried.