

Manual Section 2	Issue Date 03/17/16	Revision Date 06/15/21	Policy Number LLCP-012
	Communicable Disease		

PURPOSE

The purpose of this policy is to protect employees from exposure to communicable illnesses and communicable diseases.

SCOPE

All LLC Companies including, Blanchard Industrial, LLC, GIS Engineering, LLC, Grand Isle Shipyard, Inc., and GWIS, Mack Steel, NuWave, Sun Industries; hereafter identified as “Company”.

ANTI-DISCRIMINATION POLICY

Our Company prohibits harassing, intimidating, retaliating, or otherwise discriminating against employees who have a communicable disease or a communicable illness. We will not discriminate against any job applicant or employee based on the individual having a communicable disease. Applicants and employees shall not be denied access to the workplace solely on the grounds that they have a communicable disease. The Company reserves the right to exclude a person with a communicable disease from the workplace facilities, programs and functions if the organization finds that, based on a medical determination, such restriction is necessary for the welfare of the person who has the communicable disease and/or the welfare of others within the workplace.

COMMUNICABLE DISEASES AND COMMUNICABLE ILLNESSES

For purposes of this policy, communicable diseases and communicable illnesses include, but are not limited to, measles, influenza, viral hepatitis-A (infectious hepatitis), viral hepatitis-B (serum hepatitis), human immunodeficiency virus (HIV infection), AIDS, AIDS-Related Complex (ARC), leprosy, Severe Acute Respiratory Syndrome (SARS) and tuberculosis. The Company may choose to broaden this definition within its best interest and in accordance with information received through the Centers for Disease Control and Prevention (CDC).

Each case of communicable illness and communicable disease exposure is different and will, therefore, be treated according to the individual facts and circumstances on a case-by-case basis.

RESPONSIBILITY

In all cases of health-related absence due to a communicable disease or communicable illness, or its potential, the affected employee must notify the Corporate HSE Director immediately of such condition.

Anyone who discovers evidence of a communicable disease or communicable illness that could seriously endanger the health of others in the workplace should report such findings to the Corporate HSE Director. The Company will notify the local and/or appropriate health department(s) if it deems it necessary and/or if such reporting is required in accordance with applicable law.

REASONABLE ACCOMMODATION AND LEAVE

If the Company receives notice that an employee has a communicable disease or illness, it shall make decisions regarding the reasonable accommodation, if any, on a case-by-case basis based on the health and physical conditions of the employee, and the health and safety of other persons with whom the employee will interact.

An employee with a communicable disease or a communicable illness will be permitted to retain his or her position to the extent allowed under existing Company leave-related policies and, in accordance with applicable law.

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An employee may return to work whenever, after reasonable accommodations and without undue hardship, there is no substantial risk of transmission of the communicable illness or communicable disease to others, provided the employee is able to continue to perform the job position's essential functions with or without a reasonable accommodation.

CONFIDENTIALITY

Except for legally required reporting, the confidentiality of all medical conditions shall be maintained in accordance with applicable law. The number of persons who will be informed of the employee's condition shall be kept at the minimum necessary needed not only to comply with legally required reporting, but also to assure proper care of the employee and to detect situations where the potential for transmission may increase.