



THE BELT RAILWAY COMPANY OF CHICAGO

Office of the Engineering Department

Engineering Notice

#2021-EN012

Effective 0001, Friday, July 30, 2021

TO: ALL ENGINEERING DEPARTMENT EMPLOYEES

SUBJECT: BRC employees: Get vaccinated, get \$100 and get a chance to win \$5,000!

If you have already been fully vaccinated, congratulations and thank you. If not, get it done soon! Either way, bring us your proof of vaccination to collect the \$100 AND be entered into a chance to win the \$5,000 prize.

Details below:

It is clear that the COVID-19 pandemic is beginning to increase in severity once again, due to a combination of the new, highly contagious Delta variant and a general slowdown in the rate of new vaccinations within Illinois and the U.S. The resurgence of COVID-19 is showing the strongest signs of resurgence in the locations with relatively low vaccination rates.

COVID-19 vaccines are safe and effective at preventing COVID-19, particularly severe illness, hospitalization or death. In accordance with The Belt Railway Company of Chicago's goal of maintaining a safe workplace for all of our employees, contractors and the general public, the BRC will provide an incentive to its employees to receive a vaccination and confirm their status with BRC Human Resources.

Effective immediately, each employee who confirms their completed vaccination by providing a copy of their vaccination card, or a doctor's note confirming full vaccination status and date of completed vaccination, will be given a **\$100.00 one-time payment**, "grossed up" for applicable state and federal taxes, on their next paycheck.

Each employee who submits a complete vaccination record to BRC's Human Resources Department will also be eligible for a raffle drawing where the winner will receive a \$5,000.00 one-time payment, also "grossed up" for applicable state and federal taxes, to be held once BRC achieves a 90% workforce vaccination rate. Please note, the raffle will not be held unless and until 90% of BRC employees have provided complete vaccination records.

BRC strongly encourages employees to get the COVID-19 vaccination to minimize the risk of COVID-19 spread in our workplace and in our community, and to confirm vaccination status with BRC's HR Department. Employees may obtain the vaccination wherever they choose. Internet resources such as

<https://coronavirus.illinois.gov/vaccines/vaccination-locations.html>

and

<https://www.vaccines.gov/>

are the quickest ways to find a vaccine provider. These web sites provide eligible residents with nearby vaccination sites, information on how to make an appointment to receive the vaccine, updates on the state's plan and eligibility, and answers to frequently asked questions about the COVID-19 vaccine.

BRC will continue to monitor COVID-19 in the Chicagoland area. **Should positive cases continue to rise in our area, employees who are not vaccinated may** be subject to additional work restrictions that do not apply to vaccinated employees, based on applicable federal, state or local guidance. BRC also reserves the right to take all appropriate actions permitted by law that it deems necessary to protect the safety and operations of the BRC, its employees, and the general public. This includes reserving the right to mandate vaccinations for all employees if conditions so warrant in the future, which is permitted under current U.S. Equal Employment Opportunity Commission guidance.

Scott Schiemann
Chief Engineer

Engineering Notices in Effect:

	<u>Numbers</u>
2018	001, 003, 005, 009
2019	004, 007, 010, 012, 013
2020	001, 011
2021	003, 004, 005, 007, 008, 010, 011, 012