



**STATE OF TENNESSEE
DEPARTMENT OF TRANSPORTATION**

COMMISSIONER'S OFFICE
SUITE 700, JAMES K. POLK BUILDING
505 DEADERICK STREET
NASHVILLE, TENNESSEE 37243-1402
(615) 741-2848

CLAY BRIGHT
COMMISSIONER

BILL LEE
GOVERNOR

MEMORANDUM

TO: Bureau Chiefs, Assistant Bureau Chiefs, & All Directors

FROM: Commissioner Bright

DATE: August 7, 2020

SUBJECT: Directive regarding the mandatory use of face coverings

The purpose of this memo is to require the use of masks or face coverings for all staff that are within 6 feet of other employees or those doing business for the Department. Masks or face coverings shall be required when within 6 feet of other employees or the general public inside and outside of state facilities, in state vehicles with more than one person, or on state Right of Way working within 6 feet of other employees or the general public. Masks or face coverings shall always be readily available to use. This is effective immediately.

Additionally, when not working on state Right of Way or a state facility, employees shall follow the local government's orders regarding masks or face coverings in public places. Please see this link for current information on city and county orders:

<https://tnema.maps.arcgis.com/apps/opsdashboard/index.html#/a930f41899ec4870bcde7a940d3b3c52>

Employees that cannot wear a mask or face covering due to health reasons will need to provide documentation from a medical provider stating such and work with their supervisor to ensure proper distancing guidance is followed. Supervisors shall follow the At-Risk Employee Guidance for Operations that can be found here:

[https://www.tn.gov/content/dam/tn/tdot/covid-19/COVID-19%20Guidance%20regarding%20At%20Risk%20Employees%20Final%203%2029%2020%20\(003\).pdf](https://www.tn.gov/content/dam/tn/tdot/covid-19/COVID-19%20Guidance%20regarding%20At%20Risk%20Employees%20Final%203%2029%2020%20(003).pdf)

COVID-19 cases continue to rise within the Department. We must be diligent in following the guidance that has been put in place to stop the spread. TDOT Leadership has seen evidence that the guidance put in place to keep staff safe is not being followed. As communicated in recent emails, cluster outbreaks have increased our case numbers significantly. The Department recorded 8 cases from March through June, 55 in July, and currently have 11 in the first week of August.

It is critical that leadership ensure all staff understands this directive. If necessary, disciplinary action will be issued for employees and supervisors who do not conduct themselves according to this Directive.