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Employment Update: Checklists for Reopening in Napa and Marin Counties Posted May 26, 2020

For employers with businesses in Napa and Marin Counties, the following are the reopening guidelines for businesses that are now allowed to reopen (with restrictions) during Phase 2 in each County as well as essential businesses that continue to operate in the counties.

Napa County

ALL businesses in Napa County must follow these requirements:

- Follow the State's industry guidance for your business and prepare and post the Checklist for your industry. Industry guidance and checklists can be found here: <https://www.countyofnapa.org/2840/Industry-Guidance>.
- Prepare and post the Social Distancing Protocol, which can be found here: <https://www.countyofnapa.org/DocumentCenter/View/17123/Appendix-A-Social-Distancing-Protocol?bidId=>.
- While not required, businesses are also encouraged to follow the BMPs from the County for their industry to the extent the County has made them available. Currently the Napa Valley Chambers of Commerce has guidance available for the following industries:
 - Dine-in restaurants - <https://www.countyofnapa.org/DocumentCenter/View/17584/Restaurant-Sector-Reopening-Guidelines>
 - Retail - <https://www.countyofnapa.org/DocumentCenter/View/17585/Retail-Sector-Reopening-Guidelines>
 - Professional Services (offices) - <https://www.countyofnapa.org/DocumentCenter/View/17586/Professional-Services-Sector-Reopening-Guidelines>

As of May 19, 2020, the following businesses are allowed to reopen in Napa County after complying with the requirements for their industry:

- Retail stores, including shopping malls and swap meets
- Dine-in restaurants
- Schools – effective June 1, 2020

In addition to the resources above, Napa County also created FAQs specifically for dine-in restaurants: <https://www.countyofnapa.org/DocumentCenter/View/17712/Restaurant-Specific-FAQs-ENG>.

Lastly, Napa County allows for both public and semi-private swimming pools to open subject to the rules of the facility, proper maintenance including disinfection, and adherence to social distancing protocols. On May 18, 2020 Napa County released the following information regarding the safe operation of public pools and spas:

- Health Notice for Public Pool and Spa Operation: <https://www.countyofnapa.org/DocumentCenter/View/17696/Health-Notice-for-Public-Pools-and-Spas-in-Napa-County-5-19-2020>

- Social Distancing and Sanitation Protocol – Public Swimming Pools:
<https://www.countyofnapa.org/DocumentCenter/View/17695/Swimming-Pool-Social-Distancing-and-Sanitizing-in-Napa-County-5-19-2020>

Marin County

Under the County's most recent Shelter in Place Order dated May 15, 2020, all businesses that are allowed to operate in Marin County are required to do the following:

- Implement a site-specific protection plan ("SPP") that incorporates the industry-specific guidelines for that business. If a business is already operating, they have a grace period until June 1, 2020 to implement and comply with the SPP.
- Here is a link to a fillable version of the SPP:
<https://storage.googleapis.com/proudcity/marinrecoversca/uploads/2020/05/COVID-19-Site-Specific-Protection-Plan-SPP-Fillable-accessible.pdf>.
- Here is a link to the industry specific guidelines, organized by industry type:
<https://marinrecovers.com/agencies/guidelines-for-businesses/>.

Here is the link to the full text of the most recent SIP Order:
<https://coronavirus.marinhhs.org/marin-public-health-order-may-15-2020>.

Additionally, on May 22, 2020, Marin Recovers Industry Advisors provided new guidance and approval for businesses in five sectors to begin plans to reopen:

- Golf courses and racket clubs (<https://marinrecovers.com/parks-outdoor-recreation/>)
- Outdoor recreational activity businesses (<https://marinrecovers.com/parks-outdoor-recreation/>)
- Recreational equipment rentals (<https://marinrecovers.com/parks-outdoor-recreation/>)
- Pet groomers (<https://marinrecovers.com/personal-services/>)
- Summer/sports camps and child care (<https://marinrecovers.com/summer-camps-youth-activities/>)

Businesses in these sectors must complete an SPP as indicated above and follow the industry-specific guidelines, which can be found in the links above for each sector.