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Employment Update: Mandatory Face Coverings, SoCo COVID-19 Check App Update and Tips *Posted June 19, 2020*

Mandatory Face Coverings

California Governor Newsom ordered the mandatory use of face coverings in common and public indoor spaces and outdoors when distancing is not possible. This is consistent with Sonoma County's existing order, but more restrictive than other local counties. Starting today, June 18, all counties must abide by the more restrictive order. The CDPH order with the details can be found here:

https://www.cdph.ca.gov/Programs/CID/DCDC/CDPH%20Document%20Library/COVID-19/Guidance-for-Face-Coverings_06-18-2020.pdf

As a reminder, employers should be providing cloth or single use masks for all employees.

Reprieve from SoCo COVID-19 Check App

Without much fanfare, Sonoma County appears to have changed course and now will not require the SoCo COVID-19 Check App or any other alternative web platform. It appears to now be a suggestion.

Here is the latest on the SoCo COVID-19 Employee Check – Mobile App page:

<https://socoemergency.org/emergency/novel-coronavirus/soco-covid-19-check/>

*All businesses must ensure that employees check themselves for symptoms, including temperature, before reporting to work sites. The SoCo COVID-19 Check App is a convenient tool for employees and businesses, and it shares limited, aggregate data with the County to help policy makers see the prevalence of Coronavirus symptoms in our community. **The App or alternative web platform is not required.***

Tips and Reminders

Although, thankfully, it appears that Sonoma employers will not need to report health data each day to the county, all business are required to take steps to ensure that employees are either self- screened or employer screened for COVID-19 symptoms before each shift at the employer's worksite.

Employees who can telework, should remain doing so for the foreseeable future.

Employees in at risk categories, such as 65+ or chronic health conditions should remain at home. However, if these employees want to return to work, employers cannot refuse employees 65 and older from returning and employers may need to engage in the interactive process to see if there are ways to accommodate employees with chronic health conditions so they can perform the essential functions of their jobs with or without reasonable accommodations.

Make sure you have COVID exposure protocols in place. It will save you time and anxiety if, and when, you are faced with an exposure in your workplace.