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Employment Update: Changes to Mask Mandate

State Mask Mandate Will Be Changing on February 16, 2022: Starting next week, the State's new mask mandate will take effect which no longer requires masks in indoor public settings for fully vaccinated individuals except in certain settings like public transportation and schools. Only unvaccinated individuals will be required to mask in indoor public settings. You can read the full guidance here:

<https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/guidance-for-face-coverings.aspx>.

For employers, the Cal/OSHA ETS requirements will still apply to your employees with regards to face coverings in the workplace. Under the ETS, employers must provide all employees who are not fully vaccinated with face coverings and ensure they are properly worn over the nose and mouth when indoors and in vehicles. No masks are required in outdoor settings for any employees, except in outbreak situations. The only exceptions to the indoor mask requirement for unvaccinated employees are: when an employee is alone in a room or vehicle, when they are actively eating or drinking (but must be 6 ft. apart or outside), or if the employee has a medical condition that prevents them from wearing a face covering.

Additionally, the state is allowing individual counties to implement their own mask mandates that may be more restrictive than the state's new mandate. So far neither Napa or Sonoma County have made any official statement regarding their mask mandates but we will keep you updated as we learn more.