

*This post is for general informational purposes only and should not be considered to constitute legal advice.*

## **Employment Update: Cal/OSHA Mask Requirements for Unvaccinated Employees is Suspended**

### **New Employer Mask Guidelines:**

Governor Newsom signed an [executive order](#) on Monday, effective March 1, suspending the Cal/OSHA requirement that unvaccinated employees wear masks indoors. As of yesterday, both the CDPH and Cal/OSHA no longer require employees or patrons to wear masks in most indoor locations and businesses (there are exceptions for specific “high-risk” settings such as hospitals, homeless shelters and senior care facilities). Employers must still allow employees to wear masks if they voluntarily choose to do so. See the [CDPH face covering guidance](#) for more information.

### **Local Restrictions:**

Note that some counties and cities have decided not to follow the State’s lead and lift their mask mandate. It is a good idea to check with county and city health departments in any county and city where you have employees. All employees, regardless of vaccination status, must still wear masks indoors in the following areas (not a comprehensive list):

- Los Angeles County (however, the mask mandate is expected to be lifted on Friday)
- Mendocino County

### **Company Policy:**

Businesses may choose to implement stricter guidelines such as requiring employees and/or patrons to wear masks in all indoor public settings regardless of vaccination status, as long as accommodations are made for those who cannot wear masks due to a health condition, disability, or a sincerely held religious belief.

As always, please contact us with any questions or concerns.