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**Weekly Webinar Series: Returning to Work in
California: Highlights of Major State and
Local Orders**

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Presenters



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Bay Area Local Orders – Where We Are Now.

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Bay Area Orders – Background

- On March 16, 2020, Bay Area counties – including San Francisco, San Mateo, Santa Clara, Alameda, Contra Costa, and Marin – all issued identical Shelter in Place Orders requiring all people to shelter at home, unless they are performing certain essential tasks
 - California issues a statewide order three days later, on March 19, 2020
- Bay Area counties issued identical subsequent orders
 - April 17 – Initial Face Covering Order (Effective April 22)
 - April 29 – Shelter in Place Extension and Social Distancing Protocol Requirement

In Mid-May, Orders Began to Diverge

- Orders Issued on Different Days
- Substantive Differences
 - Face Covering – Certain Counties Amended, More Strict Requirements/Employer Obligation to Provide
 - Employee Screening – Required Handout
 - What Businesses May Reopen
 - Industry Guidance
 - Social Bubble

Appendix A – Social Distancing Protocol Requirement

- San Francisco
 - Must Post “This” Protocol
 - Additional Instructions and Handouts
- Alameda, Marin
 - Site Specific Protection Plan
 - Incorporates California Requirements

Appendix C-1 – Nonessential, “Additional” Businesses

- Continuously Revised – Check!
- Differ Between Counties
 - San Francisco – Offices not listed
 - San Mateo - Offices only to the extent that persons working in those offices cannot perform their job duties from home
 - Contra Costa – Offices subject to restrictions in applicable industry guidance issued by the State of California

California Restrictions – Nonessential Offices



Stage 2: Lower-risk workplaces

Gradually opening some lower risk workplaces with adaptations at a pace designed to protect public health and safety, starting with:

- Retail
- Manufacturing
- Offices (when telework not possible)
- Outdoor Museums
- Limited Personal Services

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**Paid Sick Leave:
New Northern California
COVID-19 Sick Leave
Requirements.**

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Municipalities Move to Fill FFCRA's Gap

- The Families First Coronavirus Response Act (FFCRA) requires covered employers to provide up to 80 hours of paid sick leave for specific COVID-19–related reasons
 - Only applies to employers with fewer than 500 employees
 - Paid leave capped at \$511 or \$200 per day, depending on the reason
- New COVID-19 Sick Leave Requirements in Northern California
 - Oakland
 - San Francisco
 - San Jose

Similarities and Differences Among Northern California Laws

Similarities Among Oakland, San Francisco, and San Jose Leave Laws

- Approximately 2 weeks of paid leave
- No tax credit or reimbursement from the city government
- Apply to employers not covered by the FFCRA

San Jose Differs from San Francisco and Oakland

- Adopts FFCRA's paid leave caps
- Limited to employees who must leave their homes for work
- No exception for an unambiguous waiver under a CBA

Movement in Other Northern California Municipalities

- Proposed New COVID-19 Paid Sick Leave Laws:
 - Santa Rosa
 - County of Sonoma

Return to Work Resources for Employers

View a list of the [return to work resources](#) we have developed to support employers' efforts in safely returning to work.

Get more information on our [Return to Work – Stay in the Safe Zone](#) training program.

Access our [workplace reopening checklist](#).

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RETURN TO WORK RESOURCES

Category	Work Product
Essential Business and/or Reopening Guidance	State and Local Orders, Ordinances, and Regulations Regarding Shelter in Place, Business Restrictions, and Business Reopening Chart <ul style="list-style-type: none">We can also provide weekly updates
	We can also create customized charts of specific orders or just reopening orders. Examples: <ul style="list-style-type: none">Requirements Regarding Temperature Screens and Symptom ScreensRequirements for PPE or Face Coverings
Workplace Screening, Social Distancing, PPE, and Sanitization Policies and Procedures	Social Distancing Policy Template, Customization Guidance, and Face Covering Policy Template
	Active Screening Protocol with Temperature/Symptom Screening Policy Template
	FAQs on COVID-19 Molecular and Serology Testing
	Infection Control Protocols for the Workplace
	<i>Policies and procedures can be customized for the company.</i>
Training	Webinar Training Program on Social Distancing and Safety Measures for Return to Work
Unions	Labor Management Return To Work Memorandum of Understanding Template

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Additional Resources

Find resources on how to cope with the post-pandemic reality on our [Now. Normal. Next page](#) and our [COVID-19 page](#) to help keep you on top of developments as they unfold.

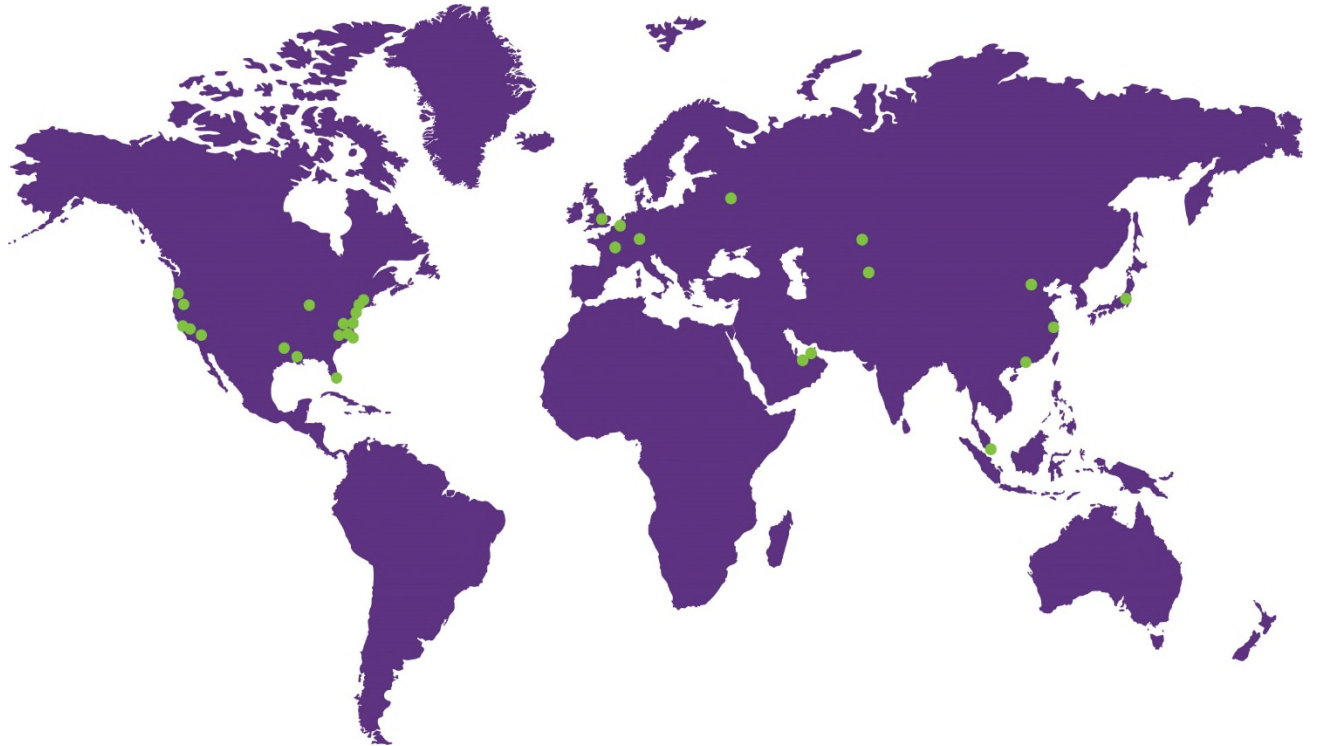
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