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**NEXT.**

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

Kate McGuigan, Doug Hart, Lauren Nikkhah

June 24, 2020

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# Presenters



**Kate McGuigan**



**Douglas Hart**



**Lauren Golnaz  
Nikkhah**

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# **Update on State Guidelines**

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# Statewide Face Coverings Mandate

- The mandate went into effect on June 18, 2020
- The mandate updates existing California Department of Public Health guidances on use of cloth face coverings
- Industry guidances will be updated to reflect the revised policy



SONIA Y. ANGELL, MD, MPH  
State Public Health Officer & Director

April 1, 2020

TO: General Public

SUBJECT: Face Coverings Guidance

This document provides public health information for the use of cloth face coverings by the general public when outside the home conducting essential activities. It does not substitute for existing guidance about social distancing and handwashing. It does not mandate that face coverings be worn statewide.

## Guidance

- Our best community and individual defense against COVID 19 is washing our hands frequently, avoiding touching our eyes, nose and mouth with unwashed hands, avoiding being around sick people and physical distancing, especially by staying at home. A strong health care delivery system and emergency response system is also an essential core defense to save lives when people do get ill.
- There may be a benefit to reducing asymptomatic transmission and reinforcing physical distancing from the use of face coverings. However, face coverings may increase risk if users reduce their use of strong defenses, such as physical distancing and frequent hand washing, when using face coverings.

State of California—Health and Human Services Agency  
**California Department of Public Health**



GAVIN NEWSOM  
Governor

# Statewide Face Coverings Mandate

- Inside of, or in line to enter, any indoor public space
- Obtaining medical-type services
- Waiting for or riding on public transportation
- While in a taxi, private car service, or ride-sharing vehicle
- Engaged in work (off-site or workplace), when:
  - Interacting in person with any member of the public;
  - Working in any space visited by members of the public, regardless of whether anyone from the public is present at the time;
  - Working in any space where food is prepared or packaged;
  - Working in or walking through common areas (e.g., hallways, elevators, parking facilities); or
  - Working in any room or enclosed area where other people (except for members of the person's own household or residence) are present when unable to physically distance.
- While outdoors in public spaces when maintaining a physical distance of 6 feet from others is not feasible

# County Variance

- After June 19, attested counties may permit personal care services such as:
  - Estheticians/Skin Care
  - Nail Salons
  - Tattoo and Piercing Shops
  - Massage Services

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## COVID-19 INDUSTRY GUIDANCE:

### Expanded Personal Care Services

Release date: **June 12, 2020**

Recommended effective date  
no sooner than: **June 19, 2020**

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*All guidance should be implemented only with county health officer approval following their review of local epidemiological data including cases per 100,000 population, rate of test positivity, and local preparedness to support a health care surge, vulnerable populations, contact tracing, and testing.*



# Sectors and Businesses Still Not Permitted to Operate

- Indoor playgrounds such as bounce centers, ball pits, and laser tag courses
- Live theater
- Saunas and steam rooms
- Nightclubs
- Concert venues
- Festivals
- Theme parks

# Change regarding Industry Checklists

## Previous language:

It indicated that businesses “can” post the California checklist, but this did not appear to be a requirement.

## Current language:

“Post your completed checklist so everyone can know the steps you’ve taken . . . .”

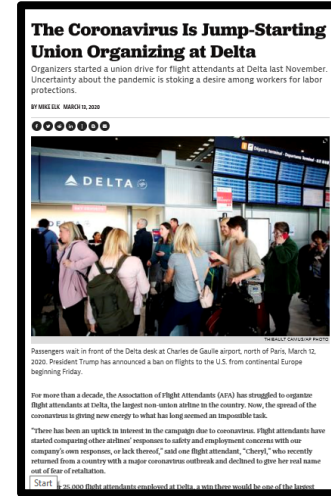
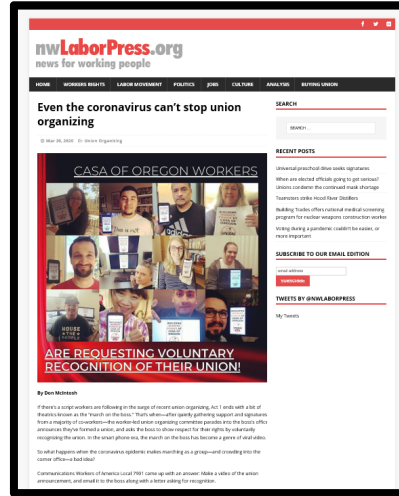
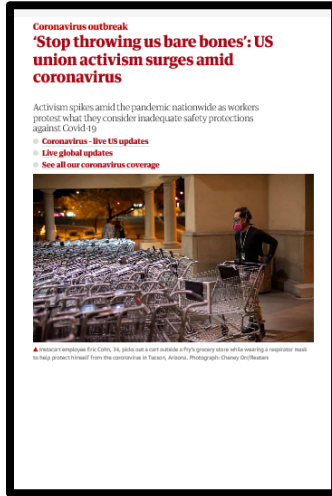


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**THE ROLE OF COVID-19 IN  
THE CURRENT REVIVAL OF  
WORKER/UNION ACTIVISM**

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# US Union Activism Surges Amid Coronavirus



COVID-19 emerges at a time of labor revival, with workers/unions leveraging new technologies and their collective voices to try to influence policy and corporate decisionmaking during the crisis.

# Unions are capitalizing on COVID-19 virus fears.

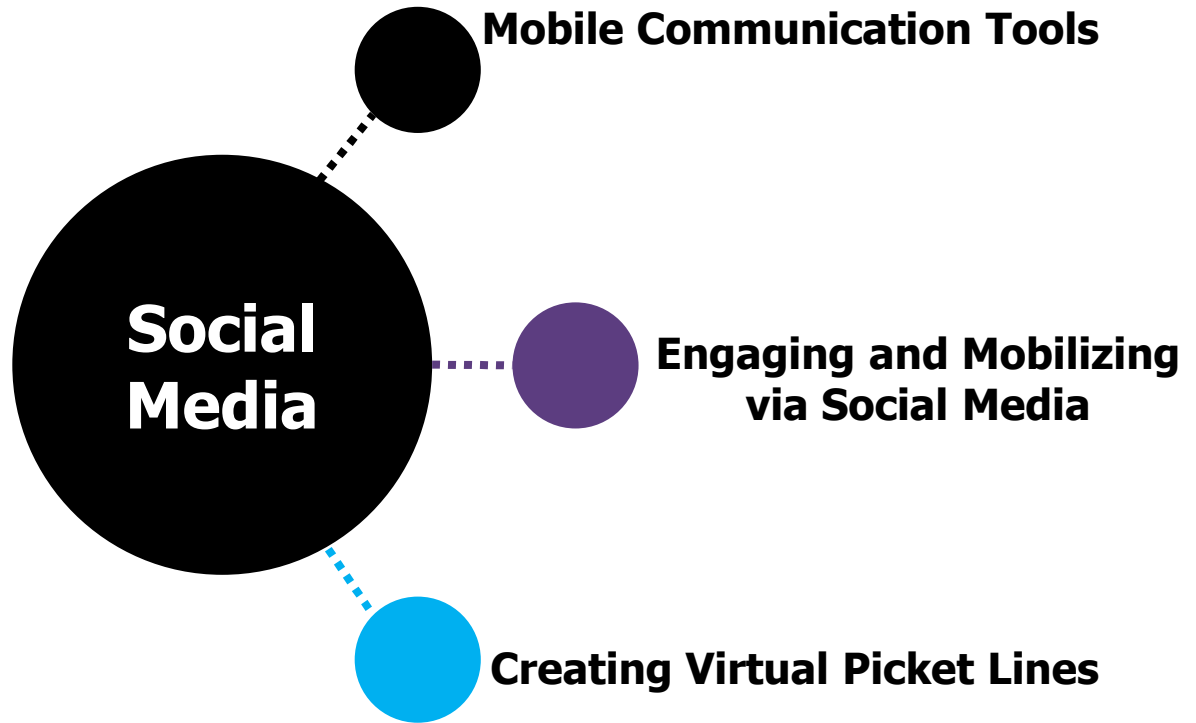
Unions and surrogates have developed organizing playbooks tailored specifically to COVID-19.

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- 1) You must talk to EVERYONE about The Plan
  - a. Find an "organizer" in each department (work station, aisle, shift)
  - b. Ideally, about one organizer per 10 co-workers
  - c. That's your "organizing committee"
- 2) **Agitate:** "This pandemic is life and death. If not for you, for a co-worker, for your family, for their family, for our customers."
- 3) **Explain the Plan**
  - a. Set up a text message group (WhatsApp or whatever works) for each department and for the organizing committee
  - b. Everyone agree to report if they have symptoms
  - c. Everyone agree to help investigate who was in close contact with the infected co-worker
  - d. Everyone who was in close contact agree to immediately self-quarantine for 14 days
  - e. Insist that management deep clean the facility if there is a confirmed case
  - f. Work out the "paperwork" later

DON'T WAIT for testing, doctor's orders, CDC/local health authorities, USPS Nurse, type of leave, notifying management).
- 4) Get **agreement** from each person, get their name, worksite, shift, and phone number for the text network.
- 5) **Follow up.** When a co-worker has symptoms,
  - a. Did they report to all? Did contacts self-quarantine? Did management deep clean?
  - b. Did management retaliate against anyone? How do you respond together?
  - c. Who needs to talk to whom to strengthen the solidarity?
  - d. Do you need to organize for a "refusal to work in dangerous conditions" if management doesn't deep disinfect?
  - e. Keep the network together for the next struggle.

**Workers/unions are increasingly leveraging social media to organize and mobilize workers.**



# Employer Responses to Union-Organizing Efforts

**Physical distance from workplaces/supervisors makes conventional methods of taking the temperature of the workforce obsolete.**

**Employers must find new ways to fully engage and connect with workers in efforts to measure the risk of union penetration.**

**Employees working now and those coming back to work soon will have one overarching concern: safety. Make sure you're doing everything to address it.**

# Key Takeaways for Employers

**1**

**Take serious and credible steps to instill worker confidence in the scope and depth of the employer's coronavirus response.**

**2**

**Develop a sustained, fully integrated strategy to minimize vulnerability and maximize positive employee relations.**

# 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"><li>We can also provide weekly updates</li></ul>
	We can also create customized charts of specific orders or just reopening orders. Examples: <ul style="list-style-type: none"><li>Requirements Regarding Temperature Screens and Symptom Screens</li><li>Requirements for PPE or Face Coverings</li></ul>
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.

[Subscribe to receive our Digest of Coronavirus COVID-19 alerts >](#)

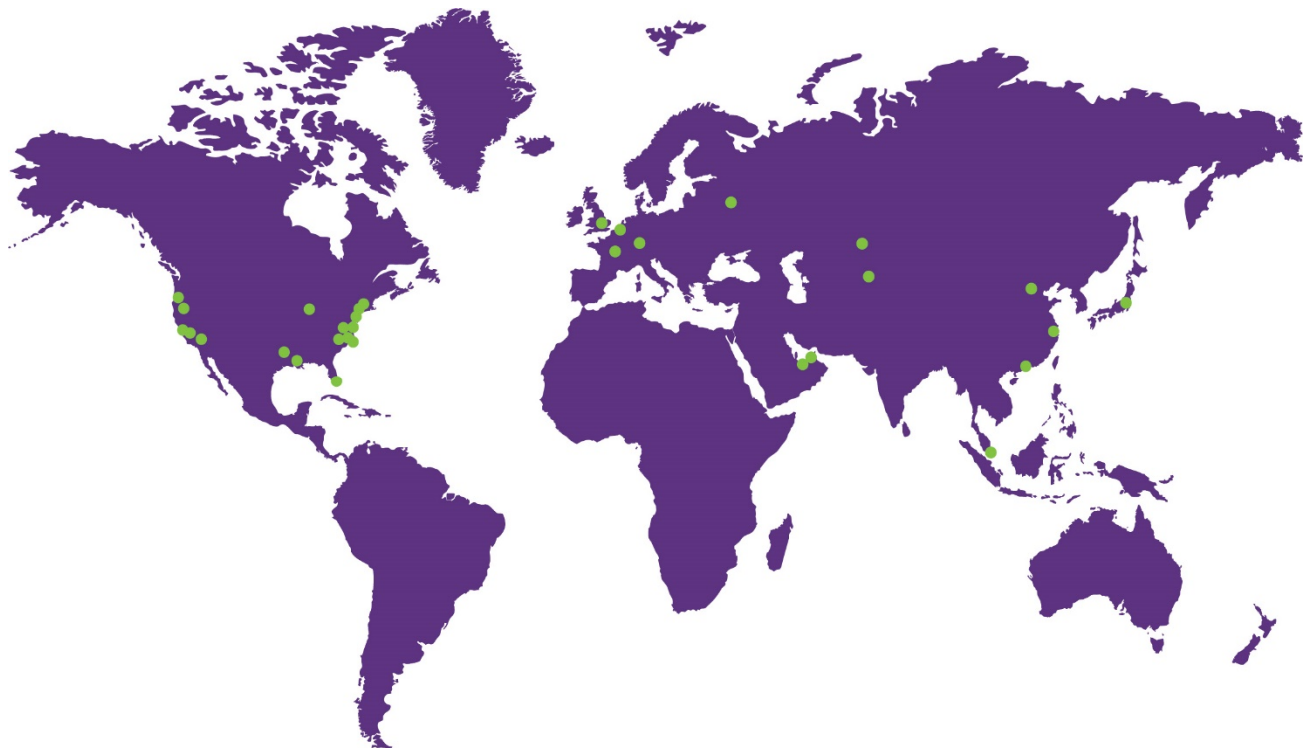


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