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

Kate McGuigan, Andrea Fellion, and Claire Lesikar

July 15, 2020

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Presenters



Kate McGuigan



Andrea Fellion



Claire Lesikar

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California – State and County Rollbacks

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County Monitoring

		Elevated Disease Transmission		Increasing Hospitalization	Limited Hospital Capacity	
Threshold	<150	Case Rate >100 OR Case Rate >25 AND Positivity >8%		>10% Increase	<20% ICU Beds Available OR <25% Ventilators Available	
County	Avg # tests per day (per 100,000 population) (7 day average with a 7 day lag)	Case rate per 100,000 (14 days)	Testing positivity (%) (7 day average with a 7 day lag)	% Change in 3-day avg COVID+ hospitalized patients	% ICU beds currently available	% Ventilators currently available

Statewide Monitoring

California Statistics

Total Population: 40,129,160

109,910

New Cases (Last 14 Days)

273.9 Per 100K

329,162 Total Cases

1,104

New Deaths (Last 14 Days)

2.8 Per 100K

7,040 Total Deaths

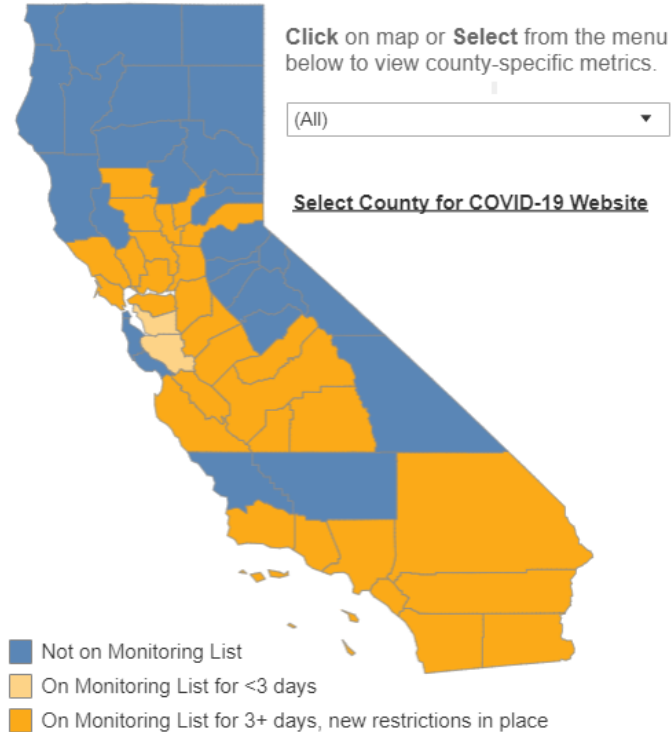
1,482,673

Tests Reported (Last 14 Days)

7.4% Test Positivity

2.6 Daily per 1,000 Residents

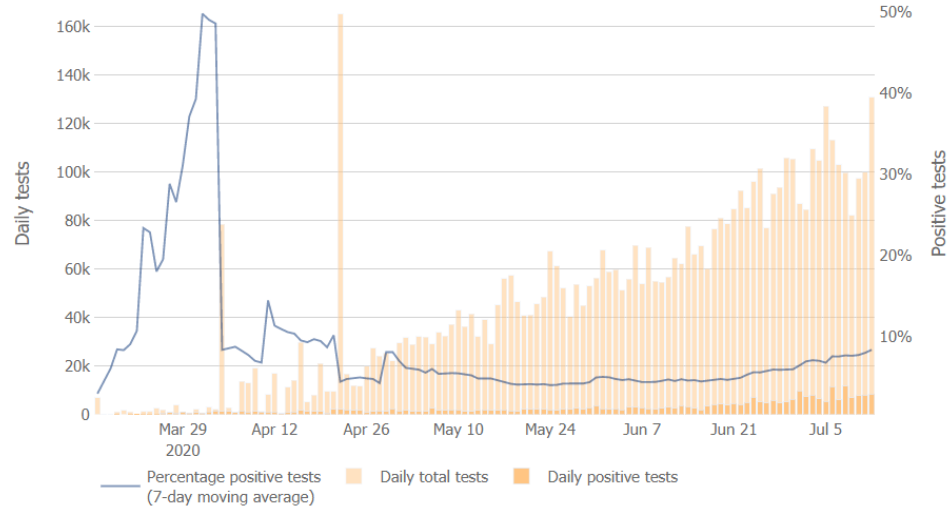
5,544,365 Total Tests Reported



How California Compares to Other States

Johns Hopkins Coronavirus Resource Center – Seven – Day Average

- California – 8.3%
- Texas – 17.7%
- Florida – 18.6%
- Arizona – 26.6%



California Closures – Statewide

Effective July 13, 2020, ALL counties must close **indoor** operations in these sectors:

- Dine-in restaurants
- Wineries and tasting rooms
- Movie theaters
- Family entertainment centers (for example, bowling alleys, miniature golf, batting cages, and arcades)
- Zoos and museums
- Cardrooms

California Closures – Counties on Monitoring List

Must shut down unless can be modified for pick up/outdoors

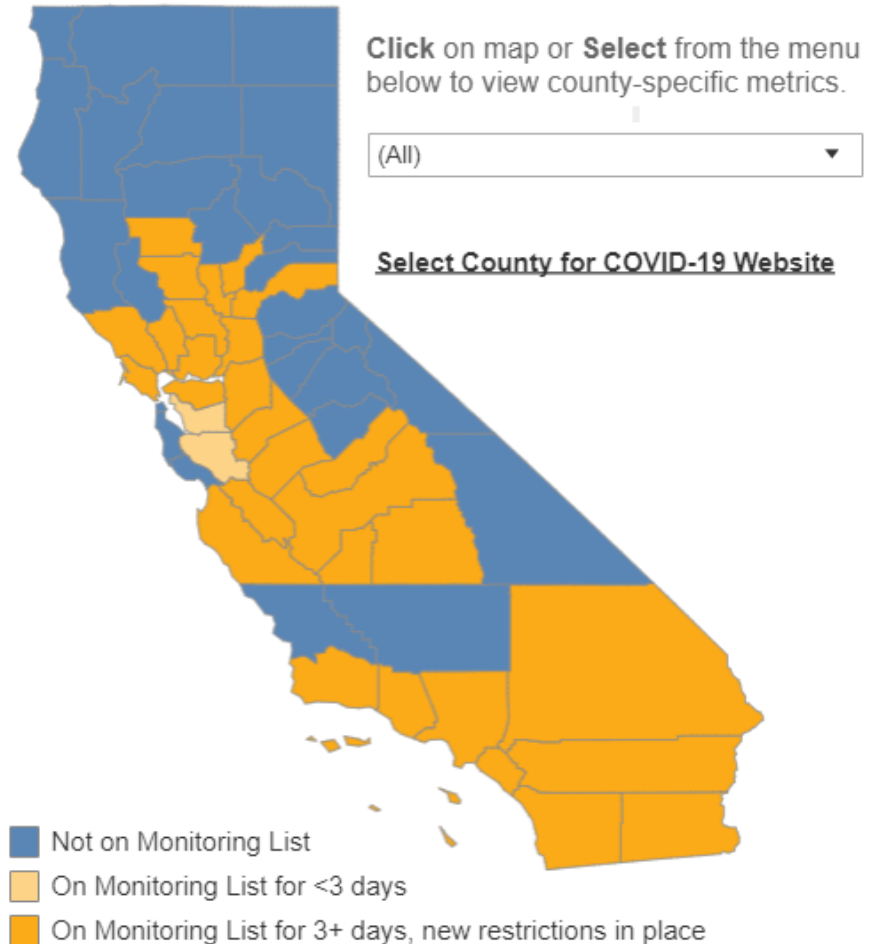
- Fitness centers
- Worship services
- Protests
- **Offices for nonessential sectors**
- Personal care services, such as nail salons, body waxing spas, and tattoo parlors
- Hair salons and barbershops
- Malls

Affected Counties

- Los Angeles
- Orange
- San Diego
- Sacramento
- Fresno

29 counties in total (as of Monday night)

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California – New COVID-19 Emergency Sick Leave Laws

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San Mateo County

- Effective July 8, 2020 – December 31, 2020, unless extended
- Covered Employees: Any worker who has performed any work in unincorporated areas of San Mateo County since January 1, 2020
- Covered Employers: 500+ employees
- Amount of leave: 80 hours, pro-rated for part-time employees
- Paid leave caps: \$511/day or \$5,110 in the aggregate
- Employers may limit the use of sick leave for healthcare workers, emergency responders, aviation security workers to the employee's own care
- Limited CBA exemption

Santa Rosa City

- Effective July 7, 2020 – December 31, 2020
- Covered Employees: Any person who has worked at least 2 hours within Santa Rosa
- Covered Employers: 500+ employees
- Amount of leave: 80 hours, pro-rated for part-time employees
- Paid leave caps: \$511/day or \$5,110 in the aggregate
- Exempts government employers

Sacramento City

- Effective July 10, 2020 – December 31, 2020
- In addition to typical bases for supplemental paid sick leave, employees may use supplemental paid sick leave if:
 - Employee is 65+ or has a compromised immune system
 - Employee is not working because its employer or work location is closed due to a public health order or other public official's recommendation
- Covered Employees: Any individual who works for their employer in Sacramento
- Covered Employers: 500+ employees
- Amount of leave: 80 hours, pro-rated for part-time employees
- Paid leave caps: \$511/day or \$5,110 in the aggregate
- Employers may exclude health care providers or emergency responders from supplemental paid sick leave coverage

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.

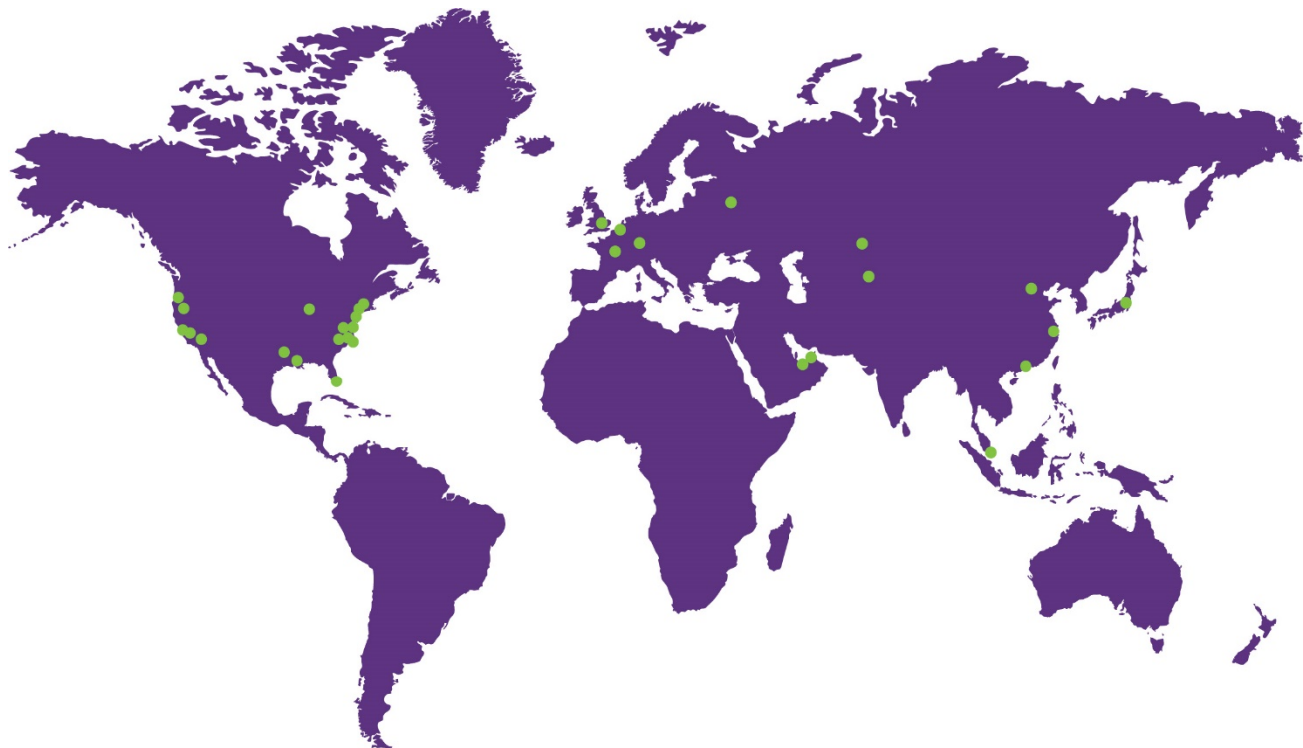
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Asia Pacific
Europe
Latin America
Middle East
North America

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Almaty
Beijing*
Boston
Brussels
Century City
Chicago
Dallas
Dubai
Frankfurt
Hartford
Hong Kong*
Houston
London
Los Angeles
Miami
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New York
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