

Stanislaus County COVID-19 Workplace Guidance: Frequently Asked Questions

1. What are the mask requirements in the workplace?

The CalOSHA ETS requires employers to provide employees who are not fully vaccinated with masks of at least 2 layers or more and ensure they are worn over the nose and mouth when indoors, in vehicles and when required by orders from the CDPH. Outdoors, no employees need to use masks, regardless of vaccination status, unless there is an outbreak.

Exceptions include: when an employee is alone in a room or vehicle, while eating or drinking provided employees are six feet apart or outside, employees wearing respirators, employees who cannot wear masks due to a medical or mental health condition or disability or who are hearing-impaired or communicating with a hearing-impaired person, or when an employee performs specific tasks which cannot be performed with a mask. Employers must also provide masks to employees upon request, regardless of their vaccination status.

2. Can employers require an employee to wear a mask at work even if the employee provides documentation verifying that they are fully vaccinated?

Yes, employers can have policies that are stricter than those required by the CalOSHA ETS. However, an accommodation must be made for those who cannot wear masks due to a medical or mental health condition or disability, who are hearing-impaired or communicating with a hearing-impaired person, or when an employee performs specific tasks which cannot be performed with a mask.

3. When is an employee considered fully vaccinated under the CalOSHA ETS?

An employee is considered fully vaccinated if the employer has documented that the employee received, at least 14 days prior, either the second dose in a two-dose COVID-19 vaccine series or a single-dose COVID-19 vaccine.

4. What is a “close contact”?

An employee has had a close contact if they were within six feet of a COVID-19 case for a cumulative total of 15 minutes or greater in any 24-hour period within or overlapping with the infectious period.

5. Does the employer have to provide testing to employees at their work location?

No. The employer may provide or make available testing to employees at a testing site separate from their work location.

6. What are the criteria for a COVID-19 case to return to work?

A COVID-19 case may return to work when any of the following occur:

- For employees with symptoms all of these conditions must be met:
 - At least 24 hours have passed since a fever of 100.4 or higher has resolved without the use of fever-reducing medications;
 - COVID-19 symptoms have improved; and
 - At least 10 days have passed since COVID-19 symptoms first appeared
- For employees without symptoms, at least 10 days have passed since the COVID-19 case's first positive test

7. Is a negative test required to return back to work for an employee who tested positive and completed their 10-day isolation?

No, the CalOSHA ETS does not require an employee to have a negative test to return to work.

8. How much supplemental paid sick leave can employees take in California related to COVID-19 in 2021?

Up to 80 hours. This is separate from any COVID-10 supplemental paid sick leave taken in 2020.

9. How long will the 2021 COVID-19 California Supplemental Paid Sick Leave last?

It starts March 29, 2021, is retroactive to January 1, 2021, and ends on September 30, 2021.

10. What is the difference between isolation and quarantine?

The CDC defines isolation and quarantine as the following, "Isolation separates sick people with a contagious disease from people who are not sick. Quarantine separates and restricts the movement of people who were exposed to a contagious disease to see if they become sick."

11. When is the employer required to report cases to their local health department?

The AB 685 requires employers to report COVID-19 outbreaks within 48 hours to the LHD in the jurisdiction of the worksite. The bill would require an employer that has an outbreak to continue to give notice to the local health department of any subsequent laboratory-confirmed cases of COVID-19 at the worksite.

12. How does the employer report COVID-19 cases and outbreaks to Stanislaus County Public Health Department?

Please email the Worksite Outreach team at WorkSiteOutreach@schsa.org to report COVID-19 cases and outbreaks. The Worksite Outreach team will provide you a Positive Employee Report sheet and Exposure Log to complete.