

# EMPLOYER COVID-19 UPDATE

## Moving Beyond the Blueprint

Monday, June 21, 2021



# AGENDA

- **Local COVID-19 Data**
- **Beyond the Blueprint**
- **California State Guidelines**
- **Local Recovery and Resilience**
- **Tools and Resources**
- **Questions and Answers**



# OPENING REMARKS



**Keith Carson, JD, District 5 Supervisor  
Board President**  
Alameda County Board of Supervisors



**Colleen Chawla, Director**  
Alameda County Health Care Services Agency



**Lisa Warhuus, PhD, Director**  
City of Berkeley Health, Housing, and  
Community Services Department



## MODERATOR



**Stephen Baiter, Executive Director**  
East Bay Economic Development Alliance

## PANELISTS



**Nicholas Moss, MD, Health Officer**  
AlCo Health Care Services Agency



**Lisa Hernandez, MD, Health Officer**  
Berkeley Public Health Department



**Eileen Ng, Policy Director**  
AlCo Health Care Services Agency

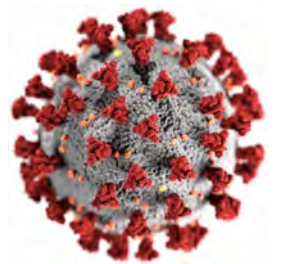
# Local COVID-19 Data

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# Coronavirus Disease 2019 (COVID-19) Overview

- COVID-19 is a respiratory illness that ranges from mild to very severe
- Mainly spread through the air from person-to-person when an infected person coughs, sneezes, or talks
- Common symptoms: fever, chills, cough, shortness of breath or difficulty breathing, fatigue, muscle/ body aches, headache, loss of taste or smell, congestion or runny nose, nausea/vomiting, and diarrhea
- **The virus has not gone away; the pandemic is not over**







# Alameda County Cases and Deaths Data

## By Gender, Race/Ethnicity, Age Group, Place, and Over Time

Alameda County Total Cases

89649

Alameda County Total Deaths

1277

Cases

Case Rates

Deaths

Death Rates

Cases Over 14 Days

Berkeley LHJ Cases

3658

Berkeley LHJ Deaths

50

Alameda County LHJ Cases

85991

Alameda County LHJ Deaths

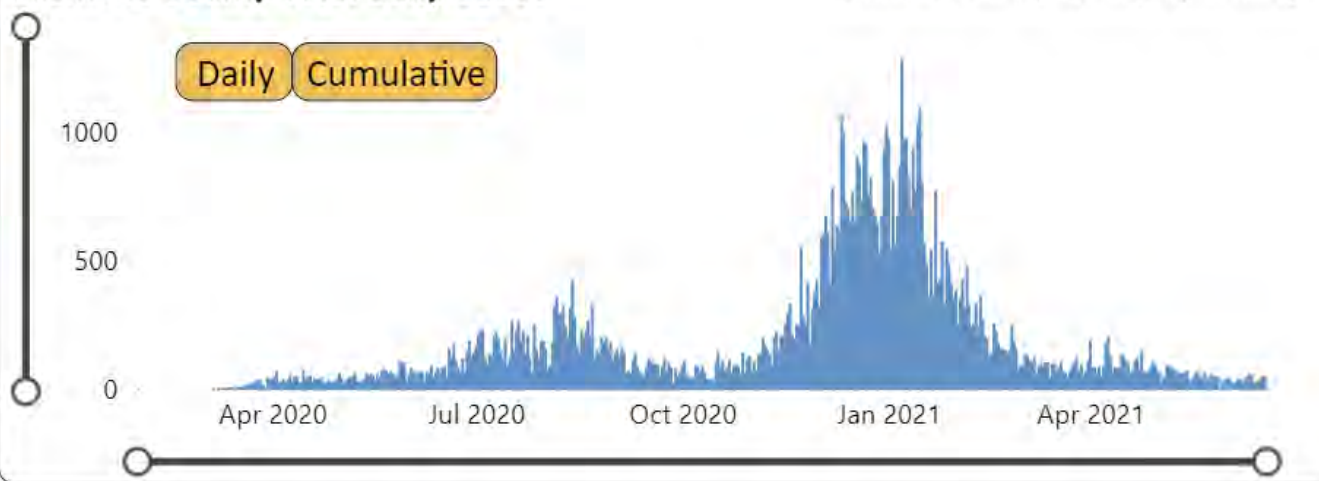
1227

Alameda County Total Cases by Gender

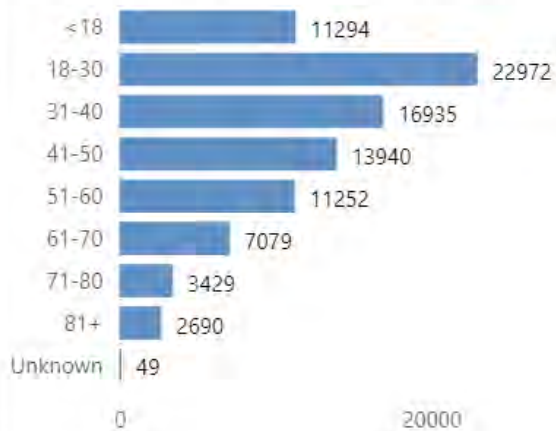


Alameda County Total Daily Cases

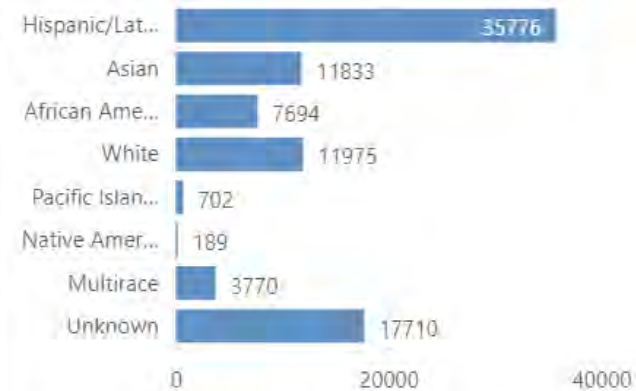
Data from last five days especially subject to change.



Alameda County Total Cases by Age Group



Alameda County Total Cases by Race/Ethnicity



Jurisdiction	Cases
Alameda County	89,649
Berkeley LHJ	3,658
Alameda County LHJ	85,991

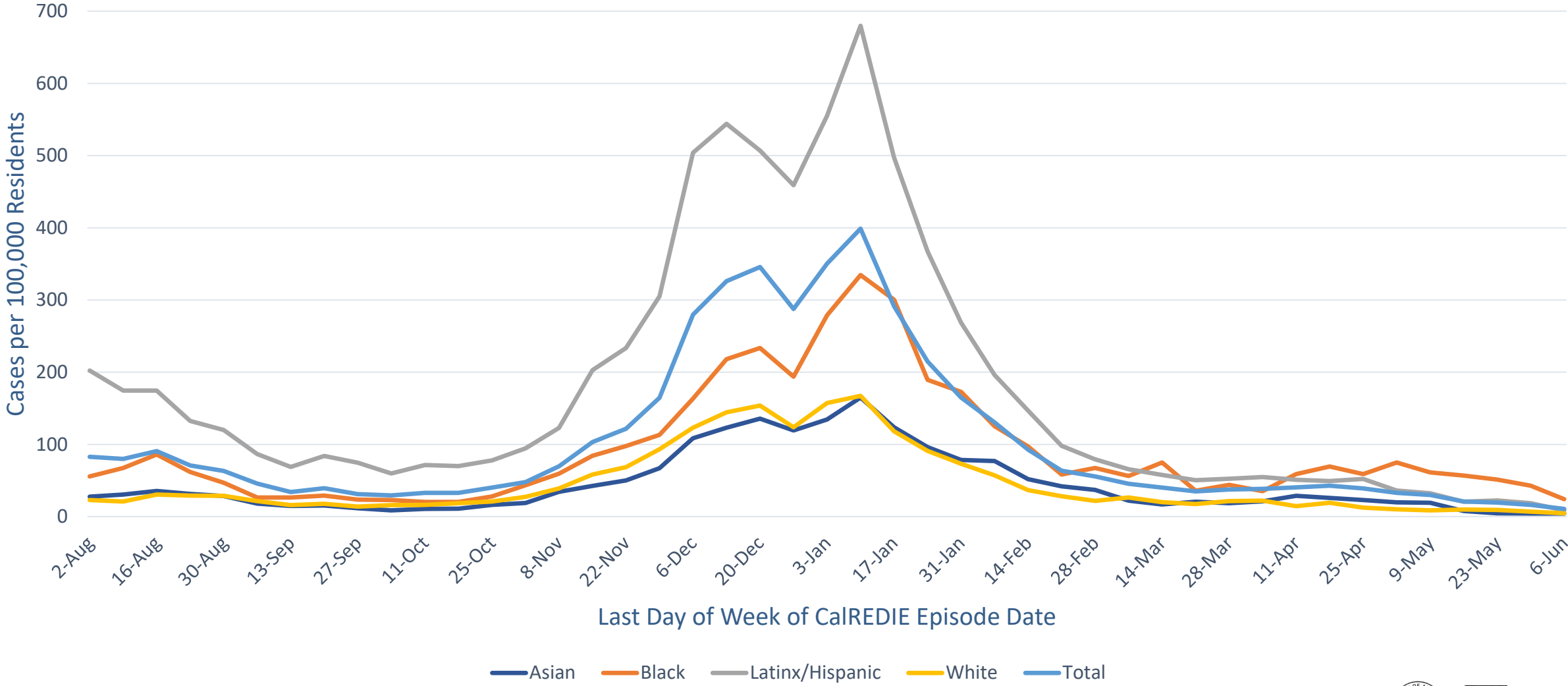
Various Populations	Cases
Under Investigation	597
Unhoused	356
Address Unknown	340

Cities	Cases
Alameda	2,474
Albany	346
Dublin	1,770
Emeryville	440
Fremont	8,149
Hayward	13,863
Livermore	4,351
Newark	2,826
Oakland	28,005
Piedmont	187
Pleasanton	2,372
San Leandro	5,582
Union City	4,069

Unincorporated Areas	Cases
Eden Area MAC (Ashland, Cherryland, Hayward Acres, San Lorenzo)	6,020
Castro Valley MAC	2,613
Fairview MAC	659
Sunol	32
Remainder of County	188



# Alameda County Weekly Case Rate



Includes City of Berkeley

Source: CalREDIE Data Distribution Portal download June 17, 2021.





# Alameda County Vaccination Data

By Gender, Age Group, Race/Ethnicity, Place, and Over Time



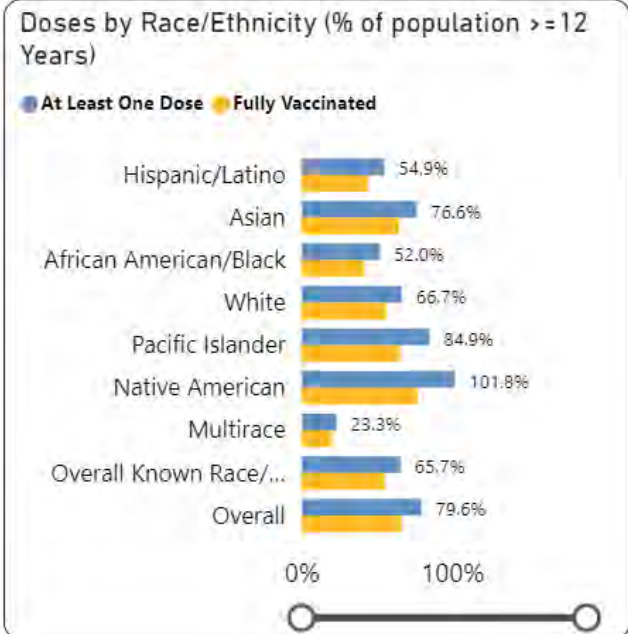
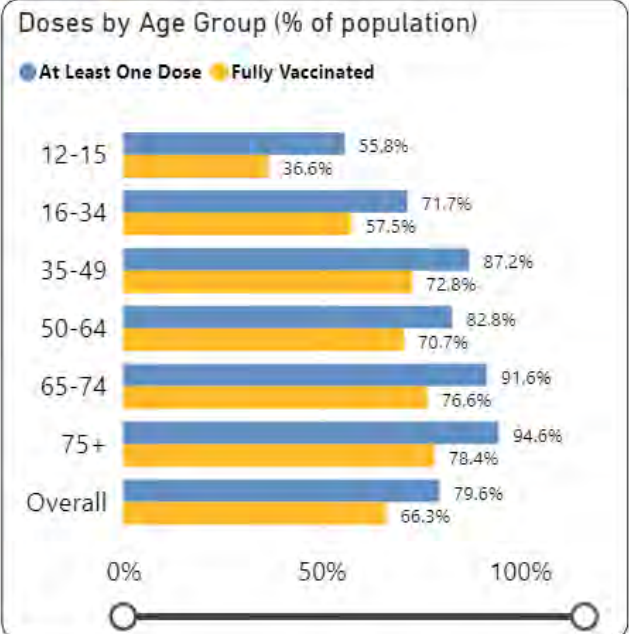
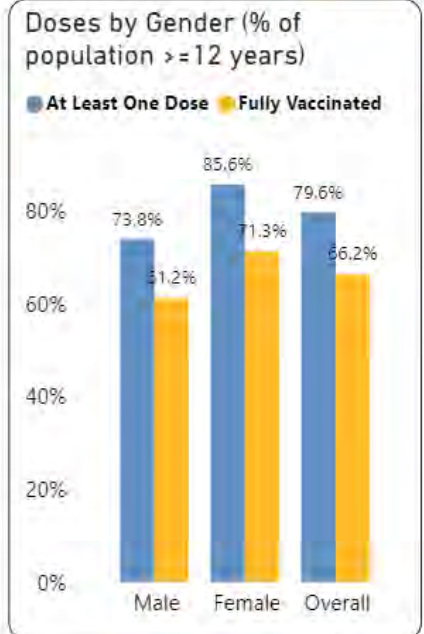
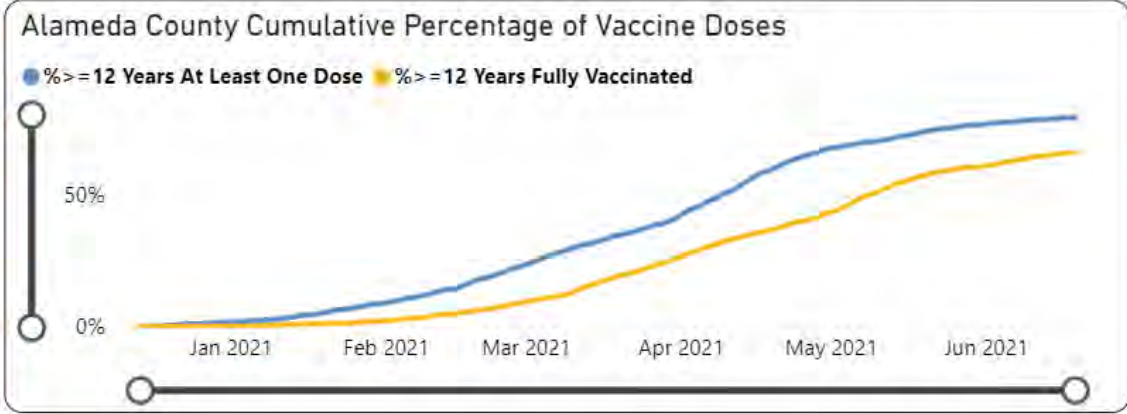
% >= 12 Years with at Least One Dose  
**79.6%**

**See Counts**

**See Percentages**

% >= 12 Years Fully Vaccinated  
**66.2%**

**Doses Received by the County**



% of population >= 12 Years

Place	At Least One Dose	Fully Vaccinated
Alameda	85.8%	73.0%
Albany	94.4%	78.2%
Ashland	66.2%	53.1%
Berkeley	78.8%	66.3%
Castro Valley	84.1%	69.0%
Cherryland	69.2%	55.5%
Dublin	81.9%	67.6%
Emeryville	82.8%	66.5%
Fairview	76.6%	64.2%
Fremont	87.2%	72.3%
Hayward	77.8%	63.5%
Hayward Acres	63.1%	49.7%
Livermore	72.8%	61.0%
Newark	81.2%	67.1%
Oakland	77.6%	62.6%
Piedmont	100.0%	82.5%
Pleasanton	86.6%	70.8%
Remainder of County	67.1%	53.3%
San Leandro	81.5%	65.2%
San Lorenzo	78.8%	64.2%
Sunol	84.1%	68.0%
Union City	84.3%	67.3%



# Beyond the Blueprint

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# What does “Beyond the Blueprint” mean?

## Most COVID-19 restrictions have been lifted

- At this time, Alameda County and the City of Berkeley are fully aligned with the State of California.

## Everyday life will feel a lot like it did before COVID-19

- Some workplaces/industries may continue specific restrictions

## The economy has fully reopened... but the pandemic is NOT fully over

- Masking will still be required in certain situations and settings
- We all must work together to protect our most at-risk community members

Source: [California Department of Public Health: Blueprint for Industry and Business Sectors](#)



# Which restrictions have changed?

General Public Health Guidance	
Capacity Limitations	No restrictions
Physical Distancing	No restrictions for attendees, customers, and guests
Vaccine Verification/Negative Testing	Not required for most events <ul style="list-style-type: none"><li>• <i>Required</i> for <b>indoor</b> mega events</li><li>• Recommended for <b>outdoor</b> mega events</li></ul>
Face Coverings & Masking	Follow current <a href="#">CDPH Guidance for Face Coverings</a>
Traveling	Follow <a href="#">CDC Travel Recommendations</a>

Table adapted from [California Department of Public Health: Blueprint for Industry and Business Sectors](#)

**Note:** Employees are subject to the [Cal/OSHA COVID-19 Prevention Emergency Temporary Standards \(ETS\)](#).



# When is a mask or face covering still required?

	FULLY VACCINATED	NOT FULLY VACCINATED
<b>SPECIFIC LOCATION</b>		
Indoor Public Settings & Businesses	<b>NO</b>	<b>YES</b>
Outdoor Public Settings & Businesses	<b>NO</b>	<b>NO</b>
Public Transit Vehicles & Hubs*	<b>YES</b>	<b>YES</b>
Schools & Other Youth Congregate Settings	<b>YES</b>	<b>YES</b>
Health Care/Long-Term Care Facilities	<b>YES</b>	<b>YES</b>
Correctional/Detention Facilities	<b>YES</b>	<b>YES</b>
Emergency/Cooling/Homeless Shelters	<b>YES</b>	<b>YES</b>

\*Includes: airplanes/airports, ships/ports, ferries/marinas, trains/train stations, subways/subway stations, buses/bus stations, taxis, ride-shares, and all other transportation hubs

**Note:** Employees are subject to the [Cal/OSHA COVID-19 Prevention Emergency Temporary Standards \(ETS\)](#).



# What is a Mega Event?

Events with 5,000+ attendees (per day) indoors or 10,000+ attendees (per day) outdoors.

Indoor Mega Events	Outdoor Mega Events
Examples include, but are not limited to: Conventions, Conferences, Expos, Sporting Events, Night Clubs, and Live Concerts	Examples include, but are not limited to: Festivals, Car Shows, Marathons/Large Endurance Events, Parades, Sporting Events, Theme Parks, Live Concerts
Proof of fully vaccinated status or pre-entry negative test result is <b>required</b> of all attendees.	Proof of fully vaccinated status or pre-entry negative test result is <b>strongly recommended</b> for all attendees. Venues are required to make available masks for all attendees.
All attendees must follow <a href="#">CDPH Guidance for Face Coverings</a> .	

**Fully Vaccinated:** People are considered *fully vaccinated* 2 weeks after their second dose in a 2-dose series, such as the Pfizer or Moderna vaccines, or 2 weeks after a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine.





# What does it mean for us to align with CA State?

- Alameda County and the City of Berkeley will be referring employers to State regulations and guidance for re-opening safely
- Employers should consult their Human Resources (HR) and legal counsel for:
  - Complying with Cal/OSHA rules
  - Interpreting industry-specific guidance
  - Determining what's best employees, clients, and your business needs
- Local Health Departments will focus on mitigating outbreaks and providing general prevention guidance



# California State Guidelines

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# Cal/OSHA COVID-19 Prevention ETS

- On June 17<sup>th</sup>, the Cal/OSHA Board approved proposed revisions to the COVID-19 Prevention Emergency Temporary Standards (ETS) for workplaces
  - Per Governor's Executive Order N-09-21, the revisions took effect on June 17<sup>th</sup>
- Cal/OSHA resources for employers:
  - Updated ETS FAQs
  - Updated ETS webinars for employers and supervisors – 6/22, 6/25, 6/29, 7/1
- Contact the Cal/OSHA Regional and District Office with employer-related questions

Source: [California Occupational Safety and Health Standards Board, COVID-19 Prevention Emergency Temporary Standards \(ETS\)](#)



# Key Requirements in Updated Cal/OSHA ETS

- Written COVID-19 Prevention Program
- Respirators must be provided by employer—at no cost—for voluntary use by not fully vaccinated employees
  - Communicate with employees how to properly wear and perform seal check

Face Masks:	Fully Vaccinated Employee	Not Fully Vaccinated Employee
<b>Work Setting</b>		
<b>Indoors</b>	Mask Not Required	Mask Required
<b>Outdoors</b>	Mask Not Required	Mask Not Required

Employees wearing a face covering/respirator are protected from retaliation.

**Note:** Not a comprehensive list of requirements. For more details, review [Cal/OSHA ETS](#).



# Key Requirements in Updated Cal/OSHA ETS

- Employers required to document an employee's vaccination status
  - Not required to retain copies
  - If employer decides to require proof of vaccination, please follow [CDPH guidance](#)
  - Employees can self-attest
- Physical distancing not required for employees, regardless of vaccination status
  - Only required during a major outbreak
- Evaluation of ventilation systems required for indoor worksites
- Screen employees for COVID-19 symptoms
- Support isolation and quarantine
- Mitigate and track employee COVID-19 cases
  - Report COVID-19 outbreaks to [Alameda County Public Health](#)

**Note:** Not a comprehensive list of requirements. For more details, review [Cal/OSHA ETS](#).



# Alameda County & City of Berkeley Outbreak Reporting

- Employers must report workplace-related outbreaks to the local health department
  - Outbreak Definition: 3+ positive employee cases within an exposed group
  - Track and keep record of all COVID-19 cases with employee’s name, contact information, occupation, location worked, date of last day at workplace, and date of positive COVID-19 test.

Alameda County	City of Berkeley
<p>Report workplace outbreaks via <a href="#">CDPH Shared Portal for Outbreak Tracking (SPOT)</a>.</p> <p>Additional info @ <a href="#">AlCo Workplace &amp; Recovery</a></p>	<p>To report workplace outbreaks, call <b>510-981-5292</b> or email <a href="mailto:cobcd@cityofberkeley.info">cobcd@cityofberkeley.info</a> with the subject line “Berkeley Worksite Exposure - possible outbreak.”</p> <p>Additional info @ <a href="#">Berkeley COVID-19 Outbreaks</a></p>

Source: [California Occupational Safety and Health Standards Board, COVID-19 Prevention Emergency Temporary Standards \(ETS\)](#)





# California Supplemental Paid Sick Leave

Employers must provide 80 hours of COVID-19 supplemental paid sick leave for eligible employees who are:

- Isolating/quarantining related to COVID-19
- Attending appointments to receive a COVID-19 vaccine
- Experiencing symptoms related to COVID-19 vaccine
- Experiencing COVID-19 symptoms
- Caring for a family member who is subject to quarantine or isolation
- Caring for a child whose school or place of care is closed due to COVID-19

**Note:** Extends protections through September 30, 2021; only applies to businesses employing more than 25 employees.

Source: [California 2021 COVID-19 Supplemental Paid Sick Leave FAQs](#)



# CDPH Guidelines for Implementing Patron Mask Requirements

In settings where masks are only required for unvaccinated persons, businesses, venue operators, or hosts may choose to:

**Option 1:** Implement vaccine verification to determine if/which individuals are required to wear a mask.

**Option 2:** Allow vaccinated individuals to self-attest their compliance prior to entry (e.g., verbal, written, or acknowledgement of signage).

**Option 3:** Require all patrons to wear masks.

**Note:** No person can be prevented from wearing a mask as a condition of participation in an activity or entry into a business.

Source: [California State Guidance for the Use of Face Coverings](#)



# Local Recovery & Resilience

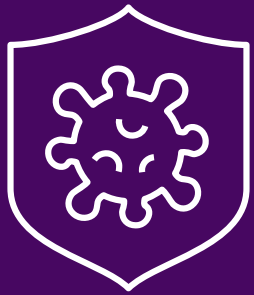
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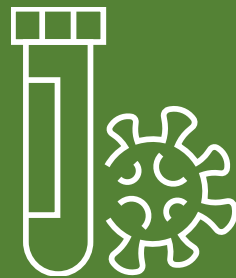
# What is Alameda County's plan for the next phase?

## Alameda County: 2-Year COVID-19 Strategy

### GOALS



Prevent COVID-19 infection, transmission, and serious illness.



Test, isolate, and support care of people with COVID-19.



Redress COVID-19-related racial/ ethnic health disparities.

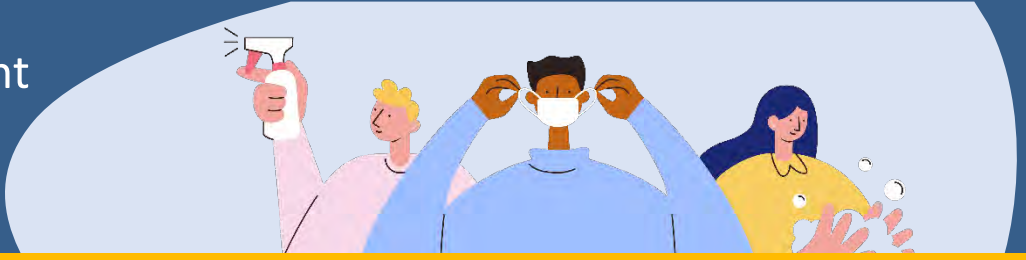


Strengthen, align, and evaluate public health infrastructure.

**Note:** The City of Berkeley aligns with Alameda County on next steps.

# 2-YEAR COVID-19 STRATEGY

Updated May 2021



GOALS	Prevent COVID-19 infection, transmission, and serious illness.	Test, isolate, and support care of people with COVID-19.	Redress COVID-19-related racial/ethnic health disparities.	Strengthen, align, and evaluate public health infrastructure.
STRATEGIES	<ul style="list-style-type: none"> <li>✓ Maintain and implement new measures as needed and provide guidance to individuals, organizations, and businesses on how to minimize risk exposure and transmission.</li> <li>✓ Protect populations most vulnerable to exposure and transmission.</li> <li>✓ Support community-informed and community-led outreach, testing, prevention, health promotion, and education initiatives.</li> <li>✓ Align prevention, health promotion, and education initiatives with testing programs.</li> <li>✓ Communicate effectively through multiple means to inform and educate.</li> <li>✓ Supply or link people to resources that they need to protect themselves, their families, and their communities.</li> <li>✓ Vaccinate Alameda County residents.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Expand access to, promote, innovate, and conduct testing.</li> <li>✓ Investigate cases and trace contacts.</li> <li>✓ Isolate people who tested positive for COVID and quarantine their contacts.</li> <li>✓ Ensure equitable and ethical access to medication and therapies.</li> <li>✓ Provide housing options for residents who test positive for SARS-CoV-2 in congregate settings.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Track epidemiologic trends by race/ethnicity, SES, gender, sexual orientation, and age.</li> <li>✓ Target COVID-19-related services to communities shouldering disproportionate disease burden.</li> <li>✓ Address root causes to disparities in COVID-19 and other health conditions like overcrowded housing, no paid leave for essential workers, lack of health insurance, high-rates of unemployment, and anti-immigrant policies.</li> <li>✓ Ensure that all services are acceptable, accessible, of high quality, culturally competent, and linguistically appropriate.</li> <li>✓ Increase funding to community-based organizations led by and serving people shouldering disproportionate disease burden.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Innovate and strengthen testing, prevention and education, and case investigation and contact tracing, and outbreak investigation.</li> <li>✓ Modernize and expand surveillance (behavioral and epidemiologic) and laboratory services.</li> <li>✓ Expand program evaluation and community research capacities.</li> <li>✓ Continue to use data to drive decisions.</li> <li>✓ Meaningfully engage communities most impacted by COVID-19 and fund the organizations they lead.</li> <li>✓ Strengthen the infrastructure, core operating and technical capacities of public health staff and community partners.</li> <li>✓ Support and institutionalize the county's disaster service worker corp.</li> <li>✓ Expand quality improvement and assurance initiatives within the public health department.</li> <li>✓ Expand bilingual capacities across the agency.</li> </ul>

# How can employers play their part?

Employers and business owners should implement strategies to encourage COVID-19 risk-reduction behaviors among employees and patrons.

- Remind everyone to stay home if they feel sick
- Continue to provide hand hygiene supplies upon entry and throughout workplace
- Require anyone who is unvaccinated to wear a mask while indoors
- Increase ventilation (i.e., natural air flow) within the workplace
- Accommodate employees for isolation, quarantine, vaccination, and testing via strategies like remote work, paid time off, etc.
- Visit [CA Department of Industrial Relations: Cal/OSHA](#) for workplace guidance
- Encourage everyone to sign up for [CA Notify](#) to receive exposure notifications





# Tools & Resources

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## Below are links to California State resources:

### [Cal/OSHA ETS Frequently Asked Questions \(FAQ\)](https://www.dir.ca.gov/dosh/coronavirus/revisions-FAQ.html)

<https://www.dir.ca.gov/dosh/coronavirus/revisions-FAQ.html>

### [Cal/OSHA List of Vendors Selling Respirators](https://www.dir.ca.gov/dosh/wildfire/list-of-N95-vendors.pdf)

<https://www.dir.ca.gov/dosh/wildfire/list-of-N95-vendors.pdf>

### [Cal/OSHA Respirator Use Training Video](https://saferatwork.covid19.ca.gov/)

<https://saferatwork.covid19.ca.gov/>

### [Cal/OSHA ETS Training Webinar for Employers](https://www.dir.ca.gov/dosh/coronavirus/webinars.html)

<https://www.dir.ca.gov/dosh/coronavirus/webinars.html>

### [CDPH Employer Vaccination Toolkit](https://saferatwork.covid19.ca.gov/employer-vaccination-toolkit/)

<https://saferatwork.covid19.ca.gov/employer-vaccination-toolkit/>

### [CDPH Safer at Work Toolkit](https://saferatwork.covid19.ca.gov/)

<https://saferatwork.covid19.ca.gov/>

Join the conversation

[@Dare2BWell](https://twitter.com/Dare2BWell)



# GET VACCINATED

## To find a vaccine appointment in Alameda County:

- Sign up through [Alameda County AlCoVax](#)
- Visit the [Berkeley COVID-19 Vaccine Information](#) webpage
- Book via [California Department of Public Health: MyTurn](#)
- Check with your current health care provider
- Schedule at a local CVS, Rite Aid, or Safeway
- Call 510-208-4VAX (510-208-4829) for scheduling support

For more information, visit [AlCo Where to Get a Vaccine.](#)

Join the conversation

@Dare2BWell



# STAY INFORMED



## COVID-19 Vaccine Updates

Includes eligibility and appointment information



## Vaccine Community Advisory Group

Occurs once per month, on Tuesdays at 5:30 PM (next mtg 7/13)



## AlCo Health Care Services Agency Weekly COVID-19 Updates

Includes presentations and newsletters



## AlCo COVID-19 Workplace & Recovery Newsletter

Includes workplace and employer updates



## Cal/OSHA and CDPH Guidance

Includes guidance, educational materials, model programs, etc.

Join the conversation

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# Questions & Answers

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# THANK YOU!

## Contact Information:

AICO General COVID-19 Inquiries: [nCoV@acgov.org](mailto:nCoV@acgov.org)

AICO Workplace Reopening: [covidRecovery@acgov.org](mailto:covidRecovery@acgov.org)

Berkeley COVID-19 Inquiries: [covid19@cityofberkeley.info](mailto:covid19@cityofberkeley.info)

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