

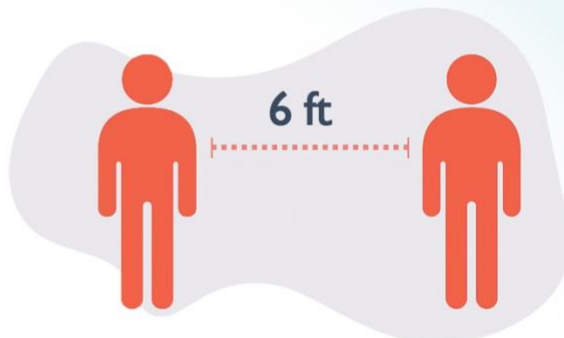


# IS YOUR STORE FOLLOWING COVID SAFETY RULES?

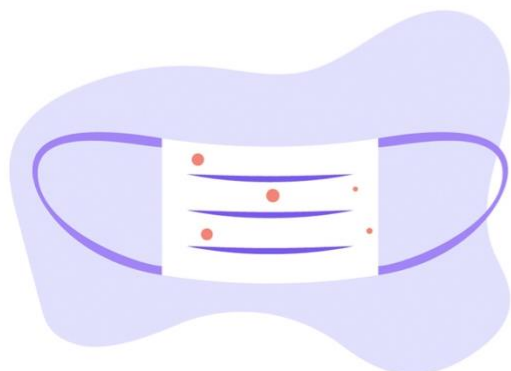


## ARE YOU ABLE TO STAY 6 FEET APART FROM COWORKERS & CUSTOMERS?

- **If the store is too crowded, your employer has to LIMIT the number of customers allowed inside.** With SoCal under the Regional Stay Home Order, **maximum capacity for grocery stores is 35%** of normal occupancy limits and **20% for other retail in all SoCal counties** – meaning only 175 people for grocery and 100 for other retail, if the normal max is 500 (including workers). This must be **strictly monitored** at all entrances.<sup>1</sup>
- **Your employer has to put up signs and floor markings** to show where customers should stand and what direction they should walk.<sup>2</sup>
- **Your employer has to make sure your workstations are at least 6 feet apart.**<sup>2</sup> This includes self-checkout stands.
- **Your employer has to stagger your coworkers' break times** in order to keep your distance in the break room.<sup>2</sup>



## IS EVERYONE IN THE STORE WEARING A FACE COVERING?



- **Your employer has to provide clean, undamaged face coverings for you and your coworkers.**<sup>3</sup>
- **Face coverings are required in the store for both workers and customers.** (Except for people with rare medical conditions who cannot breathe when wearing a mask. They should use face shields with neck guards.)<sup>4</sup>
- **You should NOT have to interact with unmasked customers. Your employer should remind customers about the mask requirement and provide them with one if needed.**<sup>5</sup>

## ARE YOU AND YOUR COWORKERS WASHING YOUR HANDS FREQUENTLY?

- **You have the RIGHT to take frequent breaks to wash your hands every 30 minutes.**<sup>6</sup>
- **Your employer has to provide enough facilities (& time) for handwashing AND effective hand sanitizer.**<sup>7</sup>



## IS YOUR STORE DOING ENOUGH CLEANING & DISINFECTING?



- **Your employer has to make sure things that are touched frequently get cleaned & disinfected regularly.** In LA County, it should be HOURLY.<sup>8</sup>
- **Your employer has to inform you and your coworkers of the rules and schedule for cleaning & disinfection.**<sup>9</sup>

These rules are based on current CA & LA regulations (See footnotes for specific policies referenced):  
 Cal/OSHA COVID-19 Prevention Emergency Temporary Standards (CAL ETS)  
 LA County Public Health's Appendix B-1: Protocols for Grocery Stores & Retail Food Markets (LA B1)  
 Cal/OSHA Guidance: COVID-19 Infection Prevention in Grocery Stores (Cal Grocery)

<sup>1</sup> Cal ETS 3205(c), part 6-A; [CA Regional Stay Home Order](#)

<sup>2</sup> Cal ETS 3205(c), part 6-A; [LA B1](#) part A

<sup>3</sup> Cal ETS 3205(c), part 7-A; [LA B1](#) part A

<sup>4</sup> Cal ETS 3205(c), part 7-A; [CDPH Guidance for Face Coverings](#)

<sup>5</sup> Cal ETS 3205(c), part 7-F & 7-E; [LA B1](#) part C

<sup>6</sup> CA State Law (AB 1867) at food facilities; [Cal Grocery](#) page 3; [LA B1](#) part A

<sup>7</sup> Cal ETS 3205(c), part 8-D; [LA B1](#) part A

<sup>8</sup> Cal ETS 3205(c), part 8-C; [LA B1](#) part C

<sup>9</sup> Cal ETS 3205(c), part 8-C



## WHAT HAPPENS IF THERE'S A COVID-19 CASE IN YOUR STORE?

- **Your employer has to figure out which coworkers were exposed**, let them know within **ONE business day**, AND provide **free testing on paid time**. Exposure means you were within 6 feet of a contagious coworker for at least 15 minutes total during a 24-hour period. They also have to investigate if conditions in the store led to exposure & how to fix them.<sup>1</sup>
- **Areas in the store where a worker with COVID-19 worked and equipment they used** when they were infectious **must be cleaned & disinfected**.<sup>2</sup>
- **If you have a COVID-19 case, you have to stay home** until you meet the requirements to return to work (see below). **Your employer has to PAY YOU** during this time, unless they can prove you got COVID-19 outside of work. You also keep your benefits, seniority & job status. If you haven't already used COVID-19 supplemental sick leave, you're still entitled to that too.<sup>3</sup>
  - If you have a case **with symptoms**, you can return to work after your symptoms improve, 10 days have passed since your first symptoms AND you've had a fever below 100.4 for 24 hours without meds.<sup>4</sup>
  - If you have a case **without symptoms**, you can return to work after at least 10 days have passed since your positive COVID-19 test was taken.<sup>5</sup>
- **If you were exposed to a COVID-19 case, you have to stay home** from work for 10 days, as long you have no symptoms. **Your employer has to PAY YOU** during this time, unless they can prove you got exposed outside of work. You also keep your benefits, seniority & job status. If you haven't already used COVID-19 supplemental sick leave, you're still entitled to that too.<sup>6</sup>
- **Your employer has to keep records and report all COVID-19 cases** to the local health department and Cal/OSHA. **You and your coworkers have the RIGHT to access the records** maintained for Cal/OSHA.<sup>7</sup>



## WHAT HAPPENS IF THERE'S A BUNCH OF COVID-19 CASES IN YOUR STORE?

- Have there been **3 or more cases in the past 2 weeks** (any 14 days in a row)?
  - This is a **workplace outbreak**. Your employer has to provide **free testing on paid time** ASAP and on a **weekly** basis until there are no new cases for 14 days.
  - Your employer has to investigate how conditions in the store or other work-related factors led to the outbreak and fix them.<sup>8</sup>
- Have there been **20 or more cases in the past month** (any 30 days in a row)?
  - This is a **major outbreak**. Your employer has to provide **free testing on paid time** ASAP and at least **twice a week** until there are no new cases for 14 days.
  - Your employer has to fix store conditions and other factors that led to the outbreak, including changes to the ventilation system. They might need to shut down store operations until the hazards are fixed.<sup>9</sup>
- **Your employer has to notify the local health department** ASAP and follow their guidance.

These rules are based on the Cal/OSHA COVID-19 Prevention Emergency Temporary Standards (Cal ETS) (see footnotes for specific section referenced):

<sup>1</sup> Cal ETS 3205(b), part 3 & 3205(c), part 3-B

<sup>2</sup> Cal ETS 3205(c), part 8-C3

<sup>3</sup> Cal ETS 3205(c), part 10-A & C

<sup>4</sup> Cal ETS 3205(c), part 11-A

<sup>5</sup> Cal ETS 3205(c), part 11-B

<sup>6</sup> Cal ETS 3205(c), part 10-B & C; [CDPH Quarantine Guidance](#)

<sup>7</sup> Cal ETS 3205(c), part 9-A, B & E

<sup>8</sup> Cal ETS 3205.1

<sup>9</sup> Cal ETS 3205.2

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