



# MONO COUNTY HEALTH DEPARTMENT

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## HEALTH OFFICER ORDER

### (Updated Requirements for Screening Employees for Symptoms of COVID-19 – Effective September 14, 2020)

**WHEREAS**, on March 4, 2020, California Governor Gavin Newsom declared a state of emergency in response to the COVID-19 pandemic, and on March 17, 2020, Mono County declared a state of local emergency, both of which declarations remain in effect; and

**WHEREAS**, Executive Order N-33-20 issued by the Governor on March 19, 2020 (EO N-33-20), and a corresponding Order of the State Health Officer (collectively “Stay-at-Home Order”), directed all persons in the State of California to stay at home or in their place of residence in order to reduce the transmission of COVID-19, with limited exceptions; and

**WHEREAS**, with the gradual lifting of many activity restrictions Mono County and the State of California, along with many areas of the United States, are currently experiencing increased spread of the pandemic virus; and

**WHEREAS**, due to rising infection rates in the County, Mono was temporarily placed on the State Monitoring List of higher risk jurisdictions, imposing additional restrictions focused primarily on indoor activities; and

**WHEREAS**, a multi-faceted approach to reducing spread in Mono County is necessary, involving distancing, face coverings, avoidance of gatherings, testing and contact tracing, ongoing education and enforcement, exclusion of ill persons from work and other public places as well as consideration of ways to decrease stigma and the negative economic consequences of illness or exposure which require isolation or quarantine, respectively; and

**WHEREAS**, numerous recently diagnosed persons with COVID-19 have in fact gone to work while experiencing symptoms, often exposing other persons to the risks of disease.

**NOW, THEREFORE**, effective immediately, under the authority of California Health and Safety Code sections 101040, 101085, 120175 and 120175.5 and Title 17 California Code of Regulations, Section 2501, in addition to existing guidance, the Mono County Health Officer **HEREBY ORDERS** as follows:

1. **Definitions.** For purposes of this Order, the following definitions shall apply:

“**Employer**” means a person, entity, business, not-for-profit, or government entity that employs or contracts with individuals to provide services at the Employer’s premises or in any location where the individual(s) will come into contact (within 6 feet) of other persons.

“**Employee**” means any person employed or contracted to provide onsite services by an Employer. Employee includes contractors, owners, operators and managers.

2. **Mandatory Employee Screening.**

A. Employers shall be responsible for ensuring that all Employees are screened or self-screen at the workplace for COVID symptoms (as described in paragraph D below) at the beginning of each Employee’s shift and at a location that is distanced from other business operations. This requirement (and Order) supersedes and replaces the Public Health Officer’s Order of March 24, 2020, which provided an option for Employees to self-screen prior to arriving at the workplace.

B. A written log of screening shall be provided by the Employer and signed by each Employee following the screening procedure. The signature shall verify the absence of symptoms of COVID, as described below as well as the absence of any known contact with persons known or suspected to have COVID-19. The written log may be maintained and signed electronically, if preferred. A sample form of acceptable written log is attached to this Order as an exhibit for optional use by Employers.

C. For the duration of the declared emergency, the written logs must be stored and maintained by the Employer and made available for inspection upon request by Mono County Public Health.

D. Employees who are sick or who exhibit symptoms as described below at the time of screening or at any time during their work shift, as well as those who have been exposed to people with COVID-19 shall be excluded from the workplace and should contact Mono County Public Health or a licensed clinician (physician, advanced practice practitioner, or Mono County Public Health nurse) for further guidance. The Employee shall remain out of work until cleared to return by Mono County Public Health or a licensed clinician (physician, advanced practice practitioner, or Mono County Public Health nurse).

- a. **Screening Procedures.** Screening shall consist of verification of a lack of the following symptoms which are indicative of COVID infection: temperature of 100.4 F or higher, chills, cough, shortness of breath, headache, sore throat, unexplained body (muscle or joint) aches, new loss of smell or taste, new congestion or runny nose, abdominal pain, diarrhea or vomiting. Employees need not identify or describe symptoms but shall instead sign the log to verify when symptoms are absent. If symptoms are present, and none of the

circumstances described in subparagraph c. below apply, then the Employee shall not sign the screening log and shall instead immediately leave the premises and follow the instructions in paragraph D. above.

- b. Highly indicative symptoms. Fever, chills, new cough, new shortness of breath, or loss of smell or taste are particularly indicative of COVID-19. Employees with any of these symptoms at the time of screening or at any time during the workday shall be excluded from work until cleared to return by a licensed allopathic or osteopathic physician or advanced practice practitioner (APP) or a registered nurse working under the authority of the Mono County Public Health Officer.
  - c. Less indicative, isolated symptoms. Some symptoms such as headache, abdominal pain, or body aches are common and, in isolation, are less likely to indicate COVID infection. If one of these symptoms is present, but there is a plausible, non-COVID reason for the symptom (e.g., the Employee suffers chronic migraines or has allergies and the symptom is consistent with that condition, or they feel body aches due to strenuous exercise the prior day, side effects of medication regularly taken by Employee, etc.), then the Employee may sign the screening log and report to work. Additionally, Employees experiencing symptoms resulting from an injury or medical procedure (e.g., a fall or recent surgery) need not be excluded from the workplace for COVID reasons.
  - d. Combinations of symptoms. Any Employee with more than one of the symptoms listed above in subparagraphs a and/or c shall be excluded from the workplace until cleared to return to work by a licensed allopathic or osteopathic physician or advanced practice practitioner (APP) or a registered nurse working under the authority of the Mono County Public Health Officer.
3. Violation. Violation of this Order is a misdemeanor and may result in criminal and/or civil liability, injunction, the imposition of fines or any other remedy available at law or in equity. In addition, violation by a business or one or more Employees of a business may result in closure of the business by the Health Officer if necessary for further evaluation of Employees and/or the protection of public health.
  4. Exceptions. This Order does not apply to individuals who work alone, whether indoors or outdoors, as long as such individuals do not come into contact with or within a six-foot proximity of members of the public or other employees while performing work.

#### General Provisions

1. This Order is effective September 14, 2020.
2. This Order is issued based on evidence of transmission of COVID-19, scientific evidence regarding the most effective approach to slow transmission of communicable

diseases generally and COVID-19 specifically, as well as best practices as currently known and available to protect the public from the risk of spread of or exposure to COVID-19.

3. This Order is intended to reduce the likelihood of exposure to COVID-19, by identifying, and excluding from the workplace, Employees who are infected, or are likely infected, with the COVID-19 virus.

4. This Order is issued in accordance with, and incorporates by reference, the: March 4, 2020 Proclamation of a State Emergency issued by Governor Gavin Newsom; the March 15, 2020 Declaration of Local Health Emergency based on an imminent and proximate threat to public health from the introduction of novel COVID-19 in Mono County; the March 17, 2020 Resolution of the Board of Supervisors of the County of Mono proclaiming the existence of a Local Emergency in the County of Mono regarding COVID-19 and ratifying and extending the Declaration of Local Health Emergency due to COVID-19; Governor Newsom's Executive Order N-33-20 of March 19, 2020 ordering all persons to stay at home, except as otherwise authorized, to protect the health and well-being of all Californians and to establish consistency across the state in order to slow the spread of COVID-19; the State of California's Resilience Roadmap, and all Guidance related thereto; CDPH's "COVID-19 Industry Guidance: Restaurants, Bars, and Wineries"; Mono County's "Interim Guidelines for Businesses During the COVID-19 Pandemic"; "Mono County Health Officer Order Requiring the Wearing of Face Coverings" issued April 30, 2020; the Mono County Business Portal at <https://webapps.mono.ca.gov/covid19-business-reopening/>; and the June 11, 2020 Mono County Health Officer Order Requiring Compliance with Business Guidelines."

5. This Order is made in accordance with all applicable State and Federal laws, including but not limited to: Health and Safety Code sections 101030, et seq.; Health and Safety Code sections 120100, et seq.; and Title 17 of the California Code of Regulations section 2501.

6. This Order is made because of the propensity of the virus to spread person-to-person and also because the virus is causing physical property loss or damage due to its proclivity to attach to surfaces for prolonged periods of time.

7. Copies of this Order shall be promptly posted on the County of Mono's Public Health Department's website (monohealth.com). This Order shall additionally be provided to any member of the public upon request.

**IT IS SO ORDERED:**

*Thomas Boo, MD*

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Thomas Boo, MD  
Local Health Officer  
For Mono County  
and the Town of Mammoth Lakes

Date September 1 2020