**Policy in Compliance with COVID-19 Infection Prevention Requirements (CA AB 685)**

Following the requirements of the newly enacted legislation, AB 685, St. Vincent de Paul of Contra Costa County (SVdP) will enact the following notification protocols:

1. Within one business day of a “potential exposure” based on a positive confirmed case of COVID-19 in the workplace:

* SVdP will provide written notice to all employees, volunteers and employers of subcontracted employees who were at the worksite within the infectious period who may have been exposed to COVID-19.  SVdP will also notify any identifiable third parties who were at the worksite during the infectious period.
* Provide written notice to employee representatives, including unions and sometimes attorneys, who may represent employees.
* Provide written notice to employees and/or employee representatives regarding COVID-19-related benefits that employee(s) may receive, including workers’ compensation benefits, COVID leave, paid sick leave, and the company’s anti-discrimination, anti-harassment, and anti-retaliation policies; and
* Provide notice to employees regarding the company’s disinfection protocols and safety plan to eliminate any further exposures, per CDC guidelines.

Written notice may include, but is not limited to, personal service, e-mail, or text message if it can reasonably be anticipated to be received by the employee within one business day of sending and shall be in English as that is the language understood by the majority of the employees.

1. SVdP will notify local public health agencies of all workplace outbreaks, which are defined as three or more laboratory-confirmed cases of COVID-19 among employees who live in different households within a two-week period.

Effective January 5, 2021