

COVID-19 Fact vs. Fiction

Essential Insight For Nonprofit Employers

CalNonprofits Insurance Services
A SUBSIDIARY OF THE CALIFORNIA ASSOCIATION OF NONPROFITS

IN PARTNERSHIP WITH UST

Understand the Facts Surrounding COVID-19 Laws & Workplace Protocol

As we continue to plan for workforce re-entry and provide procedural updates for our dedicated staff, it's critical to understand what you can and can't do as an employer when implementing new COVID-19 procedures. This document provides the latest, reliable COVID-19 information from [CDC](#) and [ThinkHR](#).

Review What's Fact vs. Fiction Below

Employers are permitted to take employees' temperatures or ask about symptoms daily.

FACT: Employers are allowed to take temperatures and inquire about symptoms regularly, but they must keep it specific to COVID-19.

If an employee is diagnosed, employers can tell their entire staff who is sick.

FICTION: While you need to notify employees of exposure, employers should NOT reveal who is sick.

Employers cannot make an employee with a sick family member stay home.

FICTION: If the family member is showing symptoms of COVID-19, employers have the right to prevent the employee from coming into the shared workspace.

Employers can inquire about symptoms if employees are out sick and they didn't specify why.

FACT: Yes, employers can ask their sick employees about their symptoms as long as they keep it specific to COVID-19.

If employees were exposed to COVID-19, but are not showing symptoms, employers can allow them to come to work.

FICTION: Even if they do not have any symptoms, potentially exposed employees should remain at home or in a comparable setting and practice social distancing for 14 days.

Cloth face coverings must be washed or otherwise cleaned regularly.

FACT: Cloth face masks should be routinely washed, depending on the frequency of use.

Facilities should be cleaned at least once a day to reduce the potential spread of COVID-19.

FACT: Surfaces frequently touched by multiple people, such as door handles, bathroom surfaces, and handrails, should be cleaned with soap and water or another detergent at least daily when facilities are in use.

Employers must cancel all in-person meetings until further notice.

FICTION: While employers should consider canceling or postponing large work-related meetings, employers can hold in-person meetings in open, well-ventilated spaces—with chairs spread out at least 6 feet apart—when video-conferencing or teleconferencing is not possible.

Looking for additional resources? You can access UST's COVID-19 Resource Center for the latest legislative updates, webinars and FAQs. Check out these resources at <https://www.chooseust.org/covid-19-resources>