

## MPCC Roundtable



May 10, 2022

For questions or additional information regarding this update, please contact Michaelle Stanford, PHRca, M.A. at [michaelles@tpohr.com](mailto:michaelles@tpohr.com). **TPO Note:** These updates are for informational purposes only. For unique situations to your business, please consult with your Human Resource provider or employment expert.

### Cal/OSHA Updates to ETS & FAQ's

#### CalSavers REMINDER

#### SPECIAL MPCC Member Invitation: "Do I Coach, Correct or Say Goodbye"?

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**Cal/OSHA Updates to ETS & FAQ's:** This third adoption is in effect May 6 through December 21, 2022. *\*Does not apply to workers in California covered by the Aerosol Transmissible Diseases (ATD) standard (e.g., health care).*

- An **8-page recap** to the ***Emergency Temporary Standards (ETS) Frequently Asked Questions (FAQs)*** dated May 7, 2022 can be found [here](#).
- The **full 32-page *Emergency Temporary Standards (ETS) Frequently Asked Questions (FAQs)*** dated May 7, 2022 can be found [here](#).

#### Main Updates:

- The definition of "fully vaccinated" was deleted as this term is no longer used in the regulations; **the ETS applies regardless of vaccination status.**
- The definitions of "close contact" and "infections period" are aligned to the current CA Department of Public Health (CDPH) definitions with future ETS updates tied to CDPH changes.
- The definition of "COVID-19 test" was simplified to make it easier to use self-administered and self-read tests. A date/time-stamped photo of the test result will now be sufficient.
- "Exclusion Pay" is still in place.

#### Additional Resources:

- Cal/OSHA <https://www.dir.ca.gov/dosh/>  
[COVID-19 Isolation and Quarantine – What Employers and Workers Need to Know](#)  
(Updated May 6, 2022)  
[COVID-19 Prevention Emergency Temporary Standards – What Employers Need to know](#),  
May 7, 2022.
- CDPH <https://www.cdph.ca.gov/>  
[Guidance for Local Health Jurisdictions on Isolation and Quarantine of the General Public](#),  
April 6, 2022.

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### CalSAVERS Reminder

California employers with 5+ employees who do not sponsor a retirement plan must join CalSavers. The deadline is June 30, 2022. <https://employer.calsavers.com/?language=en#>

#### A few important items:

- Employees maintain their account directly through the CalSavers program.
- Employers are not responsible for answering questions about the program, managing investment options, processing distributions or giving investment/tax advice.
- There are no employer fees and employers do not make contributions to employee accounts.
- ***Employers ARE responsible for adding and maintaining their employee roster and submitting contributions through payroll deduction.***

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### SPECIAL MPCC MEMBER Offer!

**TPO the HR Experts**, is relaunching **Do I Coach, Correct or Say Goodbye?** one of our most popular training programs. This 2-Hour training program, scheduled for May 25, 2022, is designed to help leaders take action when their feedback and/or coaching is essential, whether communicating encouragement or addressing performance challenges.

TPO is offering the same TPO Member discount to MPCC members. Please watch for the upcoming Information Sheet for more details including registration.