**FISHER & PHILLIPS LLP**

**LOCAL COVID-19 REQUIREMENTS AFFECTING DEALERSHIPS**

| **County/Locality** | **What You Need to Know[[1]](#footnote-1)** |
| --- | --- |
| Alameda County | * Must comply with the County [Shelter in Place Order](http://www.acphd.org/2019-ncov/health-officer-orders.aspx) and Appendices. * Must complete, comply with, and post the County’s Site-Specific Protection Plan. * Except for auto-supply and auto-repair, car dealerships may only operate online or if they qualify as an Outdoor Business under the Public Health Order. |
| Contra Costa County | * Must Comply with County [Public Health Order](https://www.coronavirus.cchealth.org/health-orders), Amendments, and Appendices. * Must prepare a [Social Distancing Protocol](https://813dcad3-2b07-4f3f-a25e-23c48c566922.filesusr.com/ugd/84606e_750122ff4cc94ae5888f4afdcdfed9fb.pdf) for each facility and distribute to all personnel. |
| Fresno County | * Must comply with County [Public Health Order](https://www.co.fresno.ca.us/home/showdocument?id=44811). * Must comply with Fresno County Department of Public Health (“FCDPH”) Investigation and Guidance Requests in a timely manner when employees are confirmed with COVID-19 infection. * Must screen daily and exclude from work all employees that report symptoms of “febrile respiratory illness” (as defined in the Public Health Order) for 10 days from the day that they are identified as having symptoms. |
| City of Oakland  (*In addition to* Alameda County requirements.) | * Must comply with [Emergency Paid Sick Leave for Oakland Employees During the Novel Coronavirus (COVID-19) Pandemic Ordinance](https://www.oaklandca.gov/resources/emergency-paid-sick-leave-for-oakland-employees-during-the-novel-coronavirus-covid-19-pandemic-ordinance), which has broader leave provisions than the Families First Coronavirus Response Act (“FFCRA”) and a posting requirement. * Requires that all paid sick leave (excluding emergency paid sick leave) be paid out upon the employer’s termination of an employee through December 31, 2020. |
| Los Angeles County (*excluding* Cities of Long Beach and Pasadena) | * Must comply with County [Public Health Order](http://publichealth.lacounty.gov/media/coronavirus/) and Appendices. * Must prepare, implement, and post [Reopening Protocol for Car Dealerships](http://www.publichealth.lacounty.gov/media/Coronavirus/docs/protocols/Reopening-CarDealerships.pdf) and [Social Distancing Protocol](http://publichealth.lacounty.gov/media/coronavirus/docs/protocols/Reopening_SocialDistancing.pdf). The dealership must be prepared to explain why any measure that is not implemented is not applicable to the business. * Must conduct symptom checks on all employees and guests before they may enter the workspace. For employees, these checks can be done remotely or in person upon their arrival. Temperature checks should be done at the worksite, if feasible. * In the event that 3 or more cases are identified within the workplace within a span of 14 days the dealership must report this cluster to the Department of Public Health. |
| Sacramento County | * Must comply with County [Public Health Order](https://www.saccounty.net/COVID-19/Pages/default.aspx) and Appendices. * Must prepare, implement, and post a [Social Distancing Protocol](https://www.saccounty.net/COVID-19/Documents/2020-07-14%20Appendix%20A.pdf). |
| City and County of San Francisco | * Must comply with County [Stay-Safer-At-Home Order](https://www.sfdph.org/dph/alerts/coronavirus-healthorders.asp) and Appendices. * Must prepare, implement, and post a [Social Distancing Protocol](https://sfbos.org/sites/default/files/o0059-20.pdf). * San Francisco’s [Paid Sick Leave ordinance](https://sfgov.org/olse/san-francisco-paid-sick-leave-coronavirus) was amended to include additional COVID-19 related uses, and employers can no longer require doctors notes during the public health emergency. * Must comply with emergency [Back to Work Ordinance](https://sfbos.org/sites/default/files/o0104-20.pdf) (if there were 100 or more employees) and [Public Health Emergency Leave Ordinance](https://sfbos.org/sites/default/files/o0059-20.pdf) (if there are 500 or more employees). |
| San Diego County | * Must comply with County [Public Health Order](https://www.sandiegocounty.gov/content/sdc/hhsa/programs/phs/community_epidemiology/dc/2019-nCoV/health-order.html). * Must prepare, implement, and post a [Social Distancing and Sanitation Protocol](https://www.sandiegocounty.gov/content/dam/sdc/hhsa/programs/phs/Epidemiology/HealthOfficerOrderCOVID19.pdf). * Must conduct a temperature screening of all employees and prohibit entrance of employees with a temperature of 100.0 degrees Fahrenheit or more. * In addition to complying with all mandatory measures in the Cal/OSHA Industry Guidance, must comply with all suggested measures necessary to maintain proper sanitation, employee screening, social distancing, and facial coverings. |
| San Mateo County | * Must comply with County [Public Health Orders](https://www.smchealth.org/coronavirus-health-officer-updates) and Appendices. * Must prepare, implement, and post a [Social Distancing Protocol](https://www.smchealth.org/sites/main/files/file-attachments/ho_order_c19-11_appendix_a_social_distancing_protocol_form_0.pdf?1592581295) along with posting a [Self-Certified COVID-19 Business Placard](https://www.smchealth.org/coronavirus-health-officer-updates). * Must also prepare, implement, and distribute to employees a written health and safety plan explaining how it will comply with all applicable Statewide guidance. |
| Santa Clara County | * Must comply with [Health Officer Risk Reduction Order](https://www.sccgov.org/sites/covid19/Pages/order-health-officer-07-02-20.aspx) and related guidance. * Must prepare and implement [Social Distancing Protocol](https://www.sccgov.org/sites/covid19/Pages/social-distancing-protocol.aspx).  The Social Distancing Protocol must be submitted to the County using a fillable webform and it must be signed under penalty of perjury. * Must require personnel to alert Dealership if they test positive for COVID-19 and were present in workplace within 48 hours prior to the onset of symptoms or within 48 hours of the date on which they were tested. Must report confirmed COVID-19 case within four hours to the Public Health Department. * Must at any one time be no more than one personnel per 250 gross square feet of the facility, and no more than one customer per 150 square feet of space open to the public. |
| Ventura County | * Must comply with County [Public Health Officer Orders](https://www.venturacountyrecovers.org/public-health-orders/). * Must complete worksite specific COVID-19 prevention plan, and must [register and attest](https://www.vcemergency.com/business-attestation) to their preparedness for safely reopening. * Automobile rentals—including through dealerships—are not allowed. Long-term leasing is still allowed. |

1. Dealerships must also comply with all applicable state and federal requirements. This chart does not contain every County or locality, nor does it contain all the requirements for each location listed. Moreover, COVID-19 requirements are constantly changing. Please review the applicable Public Health Order and other local guidance for your location or consult with your attorneys. [↑](#footnote-ref-1)