



October 15, 2020

Governor signs two new worker protective laws to address COVID-19

We hope all are safe and well and want to update you on two new laws that apply to your working lives.

In September, Governor Newsom signed two new worker protective laws to address COVID-19 in the workplace.

AB 685: Effective January 1, 2021, employers must report COVID-19 exposures to both employees and their union. This notification must happen within one day, in writing. If an employer normally communicates with its employees via email, the notification should come via email.

AB 685 also requires that California employers provide employees who may have been exposed and their union with information regarding COVID-19 related benefits to which those employees may be entitled under federal, state, or local laws or the employer's sick leave or negotiated leave provisions.

[Full text of AB 685](#)

SB 1159: This law creates a disputable presumption that a COVID-19 illness was work-related for an employee who suffers illness or death resulting from COVID-19 on or after July 6, 2020 through January 1, 2023.

This presumption applies to all employees who work for an employer with five or more employees and test positive during an outbreak in their workplace. The law also applies to specific categories of workers, including health care workers who provide patient care at health care facilities or for a home health agency.

[Full text of SB 1159](#)

If you think you were exposed to COVID-19 at work or test positive for COVID-19, please contact your union representative so they can assist you.

Thank you for all you do to keep us and our community safe during this time. You are true heroes.

In Unity,
Nick

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