



HEADS

UP!

**HR NEWS YOU
NEED TO KNOW**

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MASK MANDATE UPDATE

2022 is starting off with a continued focus on COVID, masking, testing and vaccinations. The information surrounding these topics change from day to day and our HR Ambassadors are working hard to stay knowledgeable and up to date on all the changes and nuances that companies and employees must be aware of and adhere to.

On February 16th, California's new mask mandate will take effect. Under this new guidance:

- Unvaccinated people are required to wear a mask in all indoor public settings and businesses.
- Fully vaccinated individuals are recommended to mask indoors where there may be a high rate of COVID transmission.
- Universal indoor masking, regardless of vaccination status, remains for certain indoor locations such as:
 - K-12 indoor school settings.
 - Healthcare settings.
 - Long-term, adult, and senior care facilities.
 - Public transit and transportation facilities (i.e., train stations, airports, etc.).
 - Emergency, cooling/heating, and homeless shelters.
 - Correctional facilities.



There are also new recommendations for compliant masks and acceptable forms of proof of vaccination, and guidelines for at home testing and results reporting requirements.





COVID-19 SUPPLEMENTAL PAID SICK LEAVE IS BACK!!

On, February 9th, California's Governor Gavin Newsome reinstated the COVID19 Supplemental Paid Sick Leave (SPSL) law, which will take effect on February 19th. Employers with 26+ employees are required to offer this additional paid sick leave benefit.

There are quite a few changes to this reinstated law from its previous iteration related to how and for whom the time can be used, along with employers' responsibility for reporting SPSL on paystubs.

Contact our HR Ambassadors, we can assist with creating a compliant COVID19 SPSL policy and communicating it to your staff.



RETURNING TO THE OFFICE?

If you are planning to return to in-person work or have already done so, the safety of your employees and workplace is paramount. Employers are required to have a comprehensive written plan in place that addresses such things as:



- COVID19 safety protocols;
- what happens in the case(s) of workplace outbreak or exposure to COVID;
- employer's responsibility for reporting exposure or contraction of COVID;
- employees' responsibility for reporting exposure or contraction of COVID;
- notification requirements to the California Department of Health;
- and much more.

Reach out to our HR Ambassadors, we can help you understand and customize a compliant COVID/ETS plan to satisfy the latest mandates.

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BLACK

HISTORY

MONTH



While the fHRm celebrates Black History every day, we'd like to dedicate the month of February to the celebration of African Americans who have made contributions to the beauty, excellence, and strength that is America.

THE 6888TH BATTALION

In 1945, the 6888th Central Postal Directory Battalion, led by Major Charity Adams, was the only all African American, all-female military unit of the Army in World War II. The Six Triple Eight, as they are sometimes referred to, were sent overseas to deliver mail to more than seven million American soldiers across Europe.



While still meeting the segregated thoughts and rules of the Army, these ladies, numbering at least 850, served their country with dignity, precision, efficiency, intelligence, and pride. Thanks to them a great number of American soldiers received letters and packages that their families sent them while serving overseas. These servicewomen created their own mail sorting and soldier identification systems, worked seven days a week, and completed their assignments in half the time expected.

Major Adams was the first African American woman to receive an Army Commission. By the time the war ended she held the rank of lieutenant colonel becoming the highest-ranking Black woman in the Army.

DR. REBECCA LEE CRUMPLER (1831-1895)

In 1864, Dr. Rebecca Lee Crumpler became the first African American female doctor in the United States. In 1865, after the Civil War, Dr. Crumpler moved from her home in Boston to Richmond, Virginia where she performed missionary work and treated women and children infected with various diseases. Working closely with Freedman's Bureau for the State of Virginia, she treated more than 30,000 classes of people including indigenous people, blacks, and other populations. Her book titled, *A Book of Medical Discourse in Two Parts*, published in 1883 is considered to be the first medical text written by an African American author.

