



ORDER OF THE HEALTH OFFICER No. C19-07y (updated)

ORDER OF THE HEALTH OFFICER  
OF THE CITY AND COUNTY OF SAN FRANCISCO  
ENCOURAGING COVID-19 VACCINE COVERAGE  
AND REDUCING DISEASE RISKS  
(Safer Return Together)

DATE OF ORDER: June 11, 2021, updated July 8, 2021, July 20, 2021, August 2, 2021,  
August 12, 2021, August 24, 2021, September 10, 2021, October 13, 2021,  
December 14, 2021, ~~and~~ December 29, 2021, and January 10, 2022

**NOTE (ADDED DEC. 29, 2021 and REVISED JAN. 10, 2022)** *On December 22, 2021, the State of California issued companion revisions to three of its COVID-19 orders (originally issued in August and September, 2021), requiring health care workers in certain healthcare-related settings and workers in some other higher-risk settings to receive a booster vaccine dose by February 1, 2022, or if they are not eligible for a booster by then within 15 days after becoming eligible, and to test once or twice weekly, depending on the setting, in the interim. The update to this Order includes changes to conform San Francisco's local rules for High-Risk Settings, as defined in this Order, to the new State guidance, as well as to extend the booster requirement for personnel in other designated High-Risk Settings not covered by the State orders and that are currently covered by San Francisco's Full Vaccination requirements. Additionally, due to the current surge associated with the Omicron variant, two other important changes are being made: 1) certain exemptions to the indoor universal mask requirement that allow removal of masks if 100% of people present are Fully Vaccinated are temporarily suspended until February 1, 2022, as provided in Appendix A, and 2) starting February 1, 2022, operators of indoor Mega-Events, as defined in this Order, must for patrons (age 12 or older) check proof of both full vaccination (two weeks after completion of the initial course of vaccination) and, for those eligible (age ~~16~~12 and older, based on when initial doses were received), receipt of a booster (with the booster having been received at least one week before attendance) to be considered up-to-date on vaccination. This update to the Order reflects other changes as well, including further recommendations for the general public regarding wearing the most protective well-fitting masks. And changes regarding Mega-Events and Boosters were added based on updated guidance from the State of California issued after the December 29, 2021 revisions to this Order.*

Please read this Order carefully. Violation of or failure to comply with this Order is a misdemeanor punishable by fine, imprisonment, or both. (California Health and Safety Code § 120295, *et seq.*; California Penal Code §§ 69, 148(a)(1); and San Francisco Administrative Code § 7.17(b).)



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Summary: As of ~~December 29, 2021~~ January 10, 2022, this Order replaces the prior update of this health order, Health Officer Order No. C19-07y (issued December ~~14~~29, 2021), in its entirety.

The Health Officer is updating the Order in light of the emergencespread in San Francisco and the Bay Area region of the Omicron variant of SARS-CoV-2, the virus that causes COVID-19, and the imminent threat that it poses to the health of vulnerable residents and particularly to the capacity of San Francisco's healthcare system. Current evidence indicates that the Omicron variant is much more transmissible than Delta and other variants of the virus, and that individuals who have had only their initial vaccine series are susceptible to the Omicron variant. Medical data to date also show that individuals who have received a booster shot increase their immunity to a level that confers significantly more protection from all circulating SARS-CoV-2 variants, including the Omicron variant, and generally prevents severe disease. The United States Centers for Disease Control and Prevention and the California Department of Public Health now recommend that everyone who has been vaccinated receive a booster shot as soon as they are eligible because immunity wanes several months after completion of the initial vaccine series. And the CDC and CDPH recommend that people receive the Pfizer-BioNTech or Moderna booster if they can.

Vaccination remains a critical component in preventing COVID-19 and its associated health harms. Individuals who have not received their initial vaccine series or a booster shot are more likely to become infected and spread infection to others, and more likely to become seriously ill and die. It is critical that community members receive their initial vaccine series and booster shots when eligible to maintain the protective effect of the high community-wide vaccination rates in San Francisco.

Even though a high percentage of people are vaccinated in San Francisco and the Bay Area region against the virus that causes COVID-19 and an increasing percentage are boosted, there remains a risk that people may come into contact with others who have COVID-19 when outside their residence. Many COVID-19 infections are caused by people who have no symptoms of illness. Also, there are people in San Francisco who are not yet fully vaccinated or who are not yet eligible to receive a booster, including children under five years old, and people who are immuno-compromised and may be particularly vulnerable to infection and disease. Everyone who is eligible, including people at risk for severe illness with COVID-19—such as unvaccinated older adults and unvaccinated individuals with health risks—and members of their households, are strongly urged to get vaccinated and receive their booster as soon as they can if they have not already done so.

Further, to address the surge in cases and hospitalizations due to the Omicron variant, the Health Officer has determined that all people working in designated high-risk settings be both vaccinated and boosted as soon as they are eligible. People working in these high-risk settings (1) can expose highly vulnerable people who are at increased risk of severe illness and death to COVID-19, (2) must therefore be protected from COVID-19 to the maximum extent possible to ensure adequate staffing in these critical settings, and



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(3) particularly for jails, shelters, and skilled nursing facilities, can cause large outbreaks if workers are infected.

Accordingly, this ~~update to the~~ Order imposes a ~~new~~ requirement, layered on top of the recently revised CDPH health orders, for (1) personnel working in designated high-risk settings—meaning general acute care hospitals, skilled nursing facilities, intermediate care facilities, residential care facilities for the elderly, homeless shelters, and jails, all as further defined below—as well as (2) personnel working in other higher-risk settings—including adult care facilities, adult day programs, dental offices, home health care workers, and pharmacists, and (3) personnel who visit higher-risk settings as part of the work, such as paramedics, emergency medical technicians, police officers, and lawyers who visit people in the jails—to both receive the full initial course of vaccination and, once they are eligible, to receive a booster. Businesses and government agencies with personnel in these high-risk settings have until February 1, 2022 to comply with the new booster verification requirement, meaning those who are eligible to receive a booster on or before January 17, 2022 must have received their booster by February 1, 2022, ~~and~~ and those who are eligible for a booster after January 17, 2022 must receive it within 15 days after they become eligible. Personnel working in high-risk settings who are eligible for a booster and have not yet received one must be tested once or twice a week for COVID-19, depending on the setting, and provide proof of a negative test, until one week after they receive a booster. ~~The operator of the high-risk setting must ensure full compliance with this rule no later than February 1, 2022.~~ Because of the threat Omicron poses to hospital capacity, eligible personnel in high-risk settings are strongly urged to receive their booster as soon as possible before the deadline- and operators of high-risk settings are strongly urged to help them do so.

And for the time being, in coordination with other Bay Area jurisdictions, consistent with CDC recommendations regarding indoor masking to help prevent transmission, and in compliance with State health requirements, this Order maintains a “universal” face covering requirement for individuals in indoor public settings, with limited exemptions, some of which are temporarily suspended. Particularly in light of the Omicron variant, the Health Officer recommends that whenever possible everyone wear a non-vented respirator, such as an N95, KN95, or KF94 respirator. A well-fitting surgical/procedural mask with a cloth mask worn over it to increase fit is also recommended. Given higher transmissibility of the Omicron variant, cloth masks alone are no longer recommended. Also, the Order describes the health and vaccination benchmarks by which the County, in coordination with other Bay Area jurisdictions, will lift the indoor universal face covering requirement, subject to State health rules. It also maintains face covering requirements in other settings such as public transit, health care facilities, homeless shelters, jails, and schools, consistent with federal and state rules.

This Order also includes a number of recommendations—but not requirements—for individuals, businesses, and government entities to reduce COVID-19 risk. ~~Included in those recommendations is a new one, among others, that businesses, including the strong recommendation everyone be up-to-date on vaccination, including boosters.~~ Businesses



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and government entities, other than higher-risk settings, that this Order already requires to check proof of vaccination—such as bars, restaurants, gyms, and fitness centers—are now strongly urged to require employees who work in those settings to receive a booster as soon as they are eligible and to require patrons ~~that frequent~~who enter those settings to show proof of a booster if they are eligible for one. That recommendation also applies to the operators of indoor mega-events until February 1, 2022, ~~at which time~~when the recommendations become mandatory for indoor mega-event staff and patrons.

Consistent with recently revised State of California rules for Beyond the Blueprint, this Order updated the definition of mega-events, effective January 15, 2022, to include indoor events with 500 or more people attending and outdoor events with 5,000 or more people attending.

And this Order maintains other minimum COVID-19 safety requirements on businesses and government entities, such as a general requirement to report positive cases in the workplace and in schools, a more limited requirement for signage, and a proof of vaccination requirement to admit people age 12 and older to certain indoor facilities (such as restaurants, bars, clubs, and gyms) and to attend indoor mega-events and a negative testing or proof of vaccination requirement for children under 12 and performers or players not employed by the host of those mega-events. As noted above, operators and hosts of indoor mega-events must check for proof of a booster for those staff and patrons who are eligible starting February 1, 2022, but they have until March 1, 2022 to check for proof of a booster for children aged 12 to 15.

**UNDER THE AUTHORITY OF CALIFORNIA HEALTH AND SAFETY CODE  
SECTIONS 101040, 101085, AND 120175, THE HEALTH OFFICER OF THE CITY AND  
COUNTY OF SAN FRANCISCO ORDERS:**

1. Definitions.

For purposes of this Order, the following initially capitalized terms have the meanings given below.

- a. *Booster.* A “Booster” means an additional dose of a vaccine authorized to prevent COVID-19 by the FDA, including by way of an emergency use authorization, or by the World Health Organization (WHO), for which a person is eligible. For example, as of the date of issuance of this update to the Order, individuals who are 18 or older may receive a booster of the Pfizer-BioNTech (Comirnaty), Moderna, or Johnson & Johnson’s Janssen COVID-19 vaccine at least six five months after receiving a second dose of the Pfizer-BioNTech (Comirnaty) or Moderna COVID-19 vaccine or two months after receiving the single dose Johnson & Johnson’s Janssen COVID-19 vaccine, and adolescents who are ~~16 or~~12 to 17 years old may receive a booster of the Pfizer-BioNTech vaccine at least six five months after their second dose of that vaccine. Consistent with CDC and CDPH guidance, either the Pfizer-BioNTech (Comirnaty) or Moderna COVID-19 vaccine is preferred for the Booster. ~~That preference applies~~Consistent with CDC guidance (available online at [www.cdc.gov/coronavirus/2019-ncov/vaccines/booster-shot.html](http://www.cdc.gov/coronavirus/2019-ncov/vaccines/booster-shot.html)), anyone who



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- received a WHO-authorized vaccine or a combination of vaccines should receive the Pfizer-BioNTech (Comirnaty) vaccine as their booster pursuant to the timing listing in that guidance. Those preferences apply to all initial vaccination series, regardless of which vaccine an individual received. ~~More~~The CDC has been frequently updating booster eligibility. More up-to-date information on booster eligibility may be found online at [www.sfdcph.org/boosters](http://www.sfdcph.org/boosters), and individuals, Businesses, and government entities are urged to stay informed about changes.
- b. *Business.* A “Business” includes any for-profit, non-profit, or educational entity, whether a corporate entity, organization, partnership or sole proprietorship, and regardless of the nature of the service, the function it performs, or its corporate or entity structure.
- c. *Cal/OSHA.* “Cal/OSHA” means the California Department of Industrial Relations, Division of Occupational Safety and Health, better known as Cal/OSHA.
- d. *CDC.* “CDC” means the United States Centers for Disease Control and Prevention.
- e. *CDPH.* “CDPH” means the California Department of Public Health.
- f. *Close Contact.* “Close Contact” means ~~having any of following interactions with someone with COVID-19 while they were contagious: (i) being within six feet of them a Person With COVID-19 for a total of 15 minutes or more in a 24-hour period; (ii) living while the person is contagious. In turn, a “Person With COVID-19” means a person who tests positive for the virus that causes COVID-19 (SARS-CoV-2) or staying overnight with them; (iii) having physical or intimate contact including hugging and kissing; (iv) taking care of them, or having being taken care of has been clinically diagnosed with COVID-19 by them; or (v) having direct contact with a healthcare provider. A person is no longer considered a Person With COVID-19 once all of the following occur: (a) at least one day (i.e., 24 hours) has passed since their bodily fluids (e.g., they coughed or sneezed on you or shared your food utensils)-last fever (without use of fever-reducing medications), and (b) there has been improvement of other symptoms, and (c) at least five days have passed since symptoms first appeared. A person who tested positive for COVID-19 but never had symptoms is no longer considered a Person With COVID-19 five days after the date of their first positive test. The person is considered contagious ~~either~~ if they either (i) had symptoms, from 48 hours before their symptoms began until at least 10 five days after the start of symptoms, or if they (ii) did not have symptoms but learned they were COVID-19 positive from a test, from 48 hours before their COVID-19 test was collected until 10 five days after they were tested.~~
- g. *County.* The “County” means the City and County of San Francisco.
- h. *COVID-19.* “COVID-19” means coronavirus disease 2019, the disease caused by the SARS-CoV-2 virus and that resulted in a global pandemic.



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- i. *DPH*. “DPH” means the San Francisco Department of Public Health.
- j. *DPH Core Guidance*. “DPH Core Guidance” means the webpage and related materials titled *Core Guidance for COVID-19* that DPH regularly updates and includes health and safety recommendations for individuals and Businesses as well as web links to additional resources, available online at [www.sfdph.org/dph/covid-19/core-guidance.asp](http://www.sfdph.org/dph/covid-19/core-guidance.asp).
- k. *Face Covering Requirements*. “Face Covering Requirements” means the requirement to wear a Well-Fitted Mask (i) as required by federal or state law including, but not limited to, California Department of Public Health guidance and Cal/OSHA’s rules and regulations; (ii) in indoor common areas of homeless shelters, emergency shelters, and cooling centers, except while sleeping, showering, engaged in personal hygiene that requires removal of face coverings, or actively eating or drinking; (iii) in indoor common areas of jails except while sleeping, showering, engaged in personal hygiene that requires removal of face coverings, or actively eating or drinking; and (iv) as required by Section 3(b), below and Appendix A, attached to the Order. If a separate state, local, or federal order or directive imposes different face covering requirements, including requirements to wear respirators or surgical masks in certain settings, the more health protective requirement applies.
- l. *FDA*. “FDA” means the United States Food and Drug Administration.
- m. *Fully Vaccinated/Full Vaccination*. “Fully Vaccinated” and “Full Vaccination” mean two weeks after completing the entire recommended initial series of vaccination (usually one or two doses) with a vaccine authorized to prevent COVID-19 by the FDA, including by way of an emergency use authorization, or by the World Health Organization (WHO). For example, as of the date of issuance of this Order, an individual would be fully vaccinated at least two weeks after receiving a second dose of the Pfizer-BioNTech (Comirnaty) or Moderna COVID-19 vaccine or two weeks after receiving the single dose Johnson & Johnson’s Janssen COVID-19 vaccine. A list of FDA-authorized vaccines is available at [www.fda.gov/emergency-preparedness-and-response/coronavirus-disease-2019-covid-19/covid-19-vaccines](http://www.fda.gov/emergency-preparedness-and-response/coronavirus-disease-2019-covid-19/covid-19-vaccines). A list of WHO-authorized vaccines is available at <https://extranet.who.int/pqweb/vaccines/covid-19-vaccines>. On August 23, 2021, the FDA granted full approval for the Pfizer-BioNTech (Comirnaty) vaccine for people age 16 and older. And, on October 29, 2021, the FDA granted emergency use authorization for the Pfizer-BioNTech vaccine for children age five to 11.

Unless otherwise specified, the following are acceptable as proof of Full Vaccination, as well as proof of being Up-to-Date on Vaccination: (i) the CDC vaccination card, which includes name of person vaccinated, type of vaccine provided, and date last dose administered, or similar documentation issued by another foreign governmental jurisdiction, (ii) a photo of a vaccination card as a separate document, (iii) a photo of the a vaccination card stored on a phone or electronic device, (iv) documentation of vaccination from a healthcare provider, (v) written self-attestation of vaccination



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signed (including an electronic signature) under penalty of perjury and containing the name of the person vaccinated, type of vaccine taken, and date of last dose administered, or (vi) a personal digital COVID-19 vaccine record issued by the State of California and available by going to <https://myvaccinerecord.cdph.ca.gov> or similar documentation issued by another State, local, or foreign governmental jurisdiction, or by an approved private company (a list of approved companies offering digital vaccine verification is available at [www.sfdph.org/dph/alerts/files/vaccine-verification-sites.pdf](http://www.sfdph.org/dph/alerts/files/vaccine-verification-sites.pdf)). If any state or federal agency uses a more restrictive definition of what it means to be Fully Vaccinated or to prove that status for specified purposes (such as Cal/OSHA rules for employers in workplaces), then that more restrictive definition controls for those purposes. Also, to the extent Cal/OSHA approves an alternate means of documenting whether an employee is “fully vaccinated,” even if less restrictive than the definition contained here, employers may use the Cal/OSHA standard to document their employees’ vaccination status.

- n. *Health Officer*. “Health Officer” means the Health Officer of the City and County of San Francisco.
- o. *High-Risk Settings*. “High-Risk Settings” means certain care or living settings involving many people, including many congregate settings, where vulnerable populations reside out of necessity and where the risk of COVID-19 transmission is high, consisting of general acute care hospitals, skilled nursing facilities (including subacute facilities), intermediate care facilities, residential care facilities for the elderly, homeless shelters, and jails (including, but not limited to, Juvenile Justice Center Juvenile Hall).
- p. *Household*. “Household” means people living in a single Residence or shared living unit. Households do not refer to individuals who live together in an institutional group living situation such as in a dormitory, fraternity, sorority, monastery, convent, or residential care facility.
- q. *Qualifying Medical Reason*. “Qualifying Medical Reason” means a medical condition or disability recognized by the FDA or CDC as a contra-indication to COVID-19 vaccination.
- r. *Mega-Event*. Through January 14, 2022, “Mega-Event” means an event with either more than 1,000 people attending indoors or more than 10,000 people attending outdoors, consistent with the definition of those events in the State’s Post-Blueprint Guidance. Consistent with the definition of those events in the State’s Post-Blueprint Guidance, beginning on January 15, 2022, “Mega-Event” means an event with either more than 500 people attending indoors or more than 5,000 people attending outdoors. As provided in the State’s Post-Blueprint Guidance, a Mega-Event may have either assigned or unassigned seating, and may be either general admission or gated, ticketed and permitted events.



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- s. *Personnel*. “Personnel” means the following people who provide goods or services associated with a Business in the County: employees; contractors and sub-contractors (such as those who sell goods or perform services onsite or who deliver goods for the Business); independent contractors; vendors who are permitted to sell goods onsite; volunteers; and other individuals who regularly provide services onsite at the request of the Business. “Personnel” includes “gig workers” who perform work via the Business’s app or other online interface, if any.
- t. *Religious Beliefs*. “Religious Beliefs” means a sincerely held religious belief, practice, or observance protected by state or federal law.
- u. *Residence*. “Residence” means the location a person lives, even if temporarily, and includes single-family homes, apartment units, condominium units, hotels, motels, shared rental units, and similar facilities. Residences also include living structures and outdoor spaces associated with those living structures, such as patios, porches, backyards, and front yards that are only accessible to a single family or Household.
- v. *Schools*. “Schools” mean public and private schools operating in the County, including independent, parochial, and charter schools.
- w. *State’s Post-Blueprint Guidance*. The “State’s Post-Blueprint Guidance” means the guidance entitled “Beyond the Blueprint for Industry and Business Sectors” that the California Department of Public Health issued on May 21, 2021 and updated as of December ~~1331~~, 2021, including as the State may further extend, update or supplement that guidance in the future. (See [www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Beyond-Blueprint-Framework.aspx](http://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Beyond-Blueprint-Framework.aspx).)
- x. *Tested*. “Tested” means to have a negative test for the virus that causes COVID-19 within the prior 72 hours unless a different timeline applies in designated circumstances, such as for Mega-Events. Both nucleic acid (including polymerase chain reaction (PCR)) and antigen tests are acceptable. The following are acceptable as proof of a negative COVID-19 test result: a printed document (from the test provider or laboratory) or an email, text message, webpage, or application (app) screen displayed on a phone or mobile device from the test provider or laboratory. The information should include person’s name, type of test performed, negative test result, and date the test was administered. If any state or federal agency uses a more restrictive definition of what it means to be Tested for specified purposes (such as Cal/OSHA rules for employers in workplaces), then that more restrictive definition controls for those purposes.
- y. *Up-to-Date on Vaccination*. “Up-to-Date on Vaccination” means (i) two weeks after completing the full initial course of vaccination with a vaccine authorized to prevent COVID-19 by the FDA, including by way of an emergency use authorization, or by the World Health Organization (WHO) (also defined as being Fully Vaccinated) and (ii) one week after receiving a Booster once a person is eligible for a Booster. Until a



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person is eligible for a Booster, they are considered Up-to-Date on Vaccination two weeks after completing their full initial series of vaccination.

- z. *Ventilation Guidelines.* “Ventilation Guidelines” means ventilation guidance from recognized authorities such as the CDC, the American Society of Heating, Refrigerating and Air-Conditioning Engineers, or the State of California (available online at [www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Interim-Guidance-for-Ventilation-Filtration-and-Air-Quality-in-Indoor-Environments.aspx](http://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Interim-Guidance-for-Ventilation-Filtration-and-Air-Quality-in-Indoor-Environments.aspx)), including Cal/OSHA.
- aa. *Well-Fitted Mask.* A “Well-Fitted Mask” means a face covering that is well-fitted to an individual and covers the nose and mouth especially while talking, consistent with the Face Covering Requirements. CDC guidance regarding Well-Fitted Masks may be found at [www.cdc.gov/coronavirus/2019-ncov/your-health/effective-masks.html](http://www.cdc.gov/coronavirus/2019-ncov/your-health/effective-masks.html). A well-fitting non-vented N95-mask, KN95, or KF94 respirator is strongly recommended as a Well-Fitted Mask, even if not fit-tested, to provide maximum protection. A well-fitting surgical/procedural mask with a cloth mask worn over it to increase fit is also recommended. Given higher transmissibility of the Omicron variant, cloth masks alone are no longer recommended. A Well-Fitted Mask does not include a scarf, ski mask, balaclava, bandana, turtleneck, collar, or single layer of fabric or any mask that has an unfiltered one-way exhaust valve.

2. Purpose and Intent.

- a. Purpose. The public health threat of serious illness or death from COVID-19 is much lower in the County and the Bay Area than many parts of the State and country due to the high rate of vaccination of the community. But COVID-19 continues to pose a risk especially to individuals who are not eligible to be vaccinated or are not yet Up-to-Date on Vaccination, and certain safety measures continue to be necessary to protect against COVID-19 cases and deaths. Being Up-to-Date on Vaccination, including receiving a Booster as soon as eligible, is the most effective method to prevent transmission and ultimately COVID-19 hospitalizations and deaths. It is important to ensure that as many eligible people as possible are vaccinated against COVID-19. Further, it is critical to ensure there is continued reporting of cases to protect individuals and the larger community. Accordingly, this Order allows Businesses, schools, and other activities to resume fully while at the same time putting in place certain requirements designed to (1) extend vaccine coverage to the greatest extent possible; (2) limit transmission risk of COVID-19; (3) contain any COVID-19 outbreaks; and (4) generally align with guidance issued by the CDC and the State relating to COVID-19 except in limited instances where local conditions require more restrictive measures. This Order is based on evidence of continued community transmission of SARS-CoV-2 within the County as well as scientific evidence and best practices to prevent transmission of COVID-19. The Health Officer will continue to monitor data regarding the evolving scientific understanding of the risks posed by COVID-19, including the impact of vaccination, and may amend or rescind this Order based on analysis of that data and knowledge.



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- b. Intent. The primary intent of this Order is to continue to protect the community from COVID-19 and to also increase vaccination rates to reduce transmission of COVID-19 long-term, so that the whole community is safer and the COVID-19 health emergency can come to an end.
  - c. Interpretation. All provisions of this Order must be interpreted to effectuate the purposes and intent of this Order as described above. The summary at the beginning of this Order as well as the headings and subheadings of sections contained in this Order are for convenience only and may not be used to interpret this Order. In the event of any inconsistency between the summary, headings, or subheadings and the text of this Order, the text will control. Certain initially capitalized terms used in this Order have the meanings given them in Section 1 above. The interpretation of this Order in relation to the health orders or guidance of the State is described in Section 10 below.
  - d. Application. This Order applies to all individuals, Businesses, and other entities in the County. For clarity, the requirements of this Order apply to all individuals who do not currently reside in the County when they are in the County. Governmental entities must follow the requirements of this Order that apply to Businesses, unless otherwise specifically provided in this Order or directed by the Health Officer.
  - e. DPH Core Guidance. All individuals and Businesses are strongly urged to follow the DPH Core Guidance (available online at [www.sfdph.org/dph/COVID-19/Core-Guidance.asp](http://www.sfdph.org/dph/COVID-19/Core-Guidance.asp)) containing health and safety recommendations for COVID-19.
  - f. Effect of Failure to Comply. Failure to comply with any of the provisions of this Order constitutes an imminent threat and menace to public health, constitutes a public nuisance, and is punishable by fine, imprisonment, or both, as further provided in Section 12 below.
3. General Requirements for Individuals.
- a. Vaccination. Individuals are strongly urged to be Up-to-Date on Vaccination, meaning, as further provided in Section 1, that they complete their full initial course of vaccination (also referred to as being Fully Vaccinated) and, as soon as they are eligible, receive their Booster. In particular, people at risk for severe illness with COVID-19—such as unvaccinated older adults and unvaccinated individuals with health risks—and members of their Household, are urged to be Up-to-Date on Vaccination, including receiving a Booster, as soon as they can. Information about who is at increased risk of severe illness and people who need to take extra precautions can be found at [www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-with-medical-conditions.html](http://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-with-medical-conditions.html). For those who are not yet Up-to-Date on Vaccination, staying home, wearing a Well-Fitted Mask indoors, or choosing outdoor activities as much as possible with physical distancing from other Households whose vaccination status is unknown are the best ways to prevent the risk of COVID-19 transmission. Individuals who are Up-to-Date on Vaccination are



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subject to fewer restrictions as provided in this Order, and there are allowances for certain large gatherings where all the participants are Up-to-Date on Vaccination.

- b. Face Coverings. Everyone, including people who are Up-to-Date on Vaccination, must wear a Well-Fitted Mask in indoor public settings as described in Appendix A to this Order. That Appendix lists exceptions when a Well-Fitted Mask is not required and, subject to State rules, sets benchmarks for when that requirement will be lifted for people who are Fully Vaccinated. All persons must also follow the Face Covering Requirements. And people should consistently wear the best mask they can obtain, considering fit and filtration (and without using a one-way exhalation valve that is not filtered), when they are indoors with other people, especially with people whose vaccination status is unknown. As provided in the definition of a Well-Fitted Mask, a well-fitting non-vented N95, KN95, or KF94 respirator is strongly recommended. A well-fitting surgical/procedural mask with a cloth mask worn over it to increase fit is also recommended. Given higher transmissibility of the Omicron variant, cloth masks alone are no longer recommended. More information about fit and filtration and the best mask options is available online at [www.cdph.ca.gov/Programs/CID/DCDC/Pages/ COVID-19/Get-the-Most-out-of-Masking.aspx](http://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Get-the-Most-out-of-Masking.aspx). People should respect an individual's decision to wear face coverings even in settings where they are not required, such as crowded outdoor settings, and no Business or other person should take an adverse action against individuals who chose to wear a face covering to protect their health.
  - i. Other Federal and State Requirements. Under current federal law, when riding or waiting to ride on public transit people who are inside the vehicle or other mode of transportation or are indoors at a public transit stop or station, must wear Well-Fitted Masks. This requirement extends to all modes of transportation other than private vehicles, such as airplanes, trains, subways, buses, taxis, ride-shares, maritime transportation, street cars, cable cars, and school buses. But any passenger who is outdoors or in open-air areas of the mode of transportation, such as open-air areas of ferries, buses, and cable-cars, is not required by federal law to wear a face covering. Personnel and passengers on public transit are urged to get Fully Vaccinated, and those who are not Fully Vaccinated are strongly urged to wear a Well-Fitted Mask or respirator when not otherwise required by the Face Covering Requirements. Under Cal/OSHA's rules and regulations, employers may also be required to ensure employees continue to wear Well-Fitted Masks or respirators, particularly in indoor settings. Businesses and other entities must adhere to Cal/OSHA laws and regulations relating to COVID-19 health and safety measures in the workplace. Nothing in this Order is intended to reduce any of those requirements or otherwise modify them in a way that is less protective of public health, or to limit an individual's own choices to take more health protective measures.



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- ii. Additional Face Covering Recommendations.
  - 1. Outdoor Crowded Gatherings. People who are outdoors in close proximity to other people who are not part of their Household are strongly encouraged to wear a Well-Fitted Mask.
  - 2. Indoor Private Gatherings. It is safest when everyone participating in indoor private gatherings in Residences with members from different Households is Up-to-Date on Vaccination (including having a Booster as soon as eligible). An additional layer of protection is for people to Test negative before the gathering. And if not everyone at the gathering is Up-to-Date on Vaccination, or if their vaccination status is not known, everyone attending is strongly encouraged to wear a Well-Fitted Mask at all times during the gathering while they are indoors. For clarity, people must wear a Well-Fitted Mask in common areas of a Residence that are used as a shared rental with multiple Households.
  - 3. Providing a Well-Fitted Mask. Businesses and other entities subject to this Order are strongly encouraged to provide a Well-Fitted Mask at no cost to people who do not have one upon entry inside the facility.
- c. Monitor for Symptoms. Individuals should monitor themselves for symptoms of COVID-19. A list of COVID-19 symptoms is available online at [www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html](http://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html). Anyone with any symptom that is new or not explained by another condition must comply with subsections 3(d) and 3(e) below regarding isolation and quarantine.
- d. Isolation. Anyone who has or likely has COVID-19, meaning that person (i) has a positive COVID-19 test result, (ii) is diagnosed with COVID-19, or (iii) has a COVID-19 symptom that is new or not explained by another condition, must refer to the latest COVID-19 isolation health directive issued by the Health Officer (available online at [www.sfdph.org/directives](http://www.sfdph.org/directives)) and follow the requirements detailed there. There are special requirements for healthcare workers and emergency medical services personnel in healthcare settings.
- e. Quarantine. Anyone who had Close Contact ~~with someone with COVID-19~~ must refer to the latest COVID-19 quarantine health directive issued by the Health Officer (available online at [www.sfdph.org/directives](http://www.sfdph.org/directives)) and follow the requirements detailed there. There are special requirements for healthcare workers and emergency medical services personnel in healthcare settings.
- f. Moving to, Traveling to, or Returning to the County. Everyone is strongly encouraged to comply with (1) any State travel advisories (available online at [www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Travel-Advisory.aspx](http://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Travel-Advisory.aspx))



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and (2) CDC travel guidelines (available online at [www.cdc.gov/coronavirus/2019-ncov/travelers/travel-during-covid19.html](http://www.cdc.gov/coronavirus/2019-ncov/travelers/travel-during-covid19.html)).

- g. Minimum Requirements. Based on their risk preferences, individuals may decide for themselves to take greater safety precautions than required or even recommended under this Order. Also, nothing in this section limits any requirements that apply under this Order to indoor public settings, indoor Mega-Events, or that Cal/OSHA or other State authority may impose on any indoor setting involving gatherings.

4. General Requirements for Businesses and Governmental Entities.

- a. Vaccination. Businesses and governmental entities are generally encouraged to require Personnel and patrons to be Up-to-Date on Vaccination, meaning they have completed the full initial course of vaccination (also referred to as being Fully Vaccinated) and have received a Booster when they are eligible. ~~Also, the~~

The following Businesses must require patrons and staff (as distinguished from the broader term “Personnel”) to provide proof of completion of the full initial course of vaccination (Full Vaccination), are strongly urged to implement measures as soon as possible to require those patrons and staff to be Up-to-Date on Vaccination, including requiring them to show proof of receipt of a Booster once they are eligible, and must comply with the other requirements detailed in Appendix B to this Order:

- Operators or hosts of establishments or events where food or drink is served indoors—including, but not limited to, dining establishments, bars, clubs, theaters, and entertainment venues.
- Gyms, recreation facilities, yoga studios, dance studios, and other fitness establishments, where any patrons engage in cardiovascular, aerobic, strength training, or other exercise involving elevated breathing.

Operators and hosts of indoor Mega-Events are subject to the proof of vaccination recommendations and requirements set forth in Section 7 below.

And operators and hosts of ~~large outdoor events (with between 5,000 and 9,999 people attending)~~ and outdoor Mega-Events are encouraged to consider requiring patrons and staff to provide proof that they are Up-to-Date on Vaccination (including proof of a Booster if eligible) before entering the facility or outdoor area where the event is held.

- b. Encourage Activities that Can Occur Outdoors. All Businesses and governmental entities are urged to consider moving operations or activities outdoors, if feasible and to the extent allowed by local law and permitting requirements, because there is generally less risk of COVID-19 transmission outdoors as opposed to indoors.



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- c. Personnel Health Screening. Businesses and governmental entities must develop and implement a process for screening Personnel for COVID-19 symptoms, but this requirement does not mean they must perform on-site screening of Personnel. Businesses and governmental entities should ask Personnel to evaluate their own symptoms before reporting to work. If Personnel have symptoms consistent with COVID-19, they should follow subsections 3(d) and 3(e) above.
- d. Businesses Must Allow Personnel to Stay Home When Sick. Businesses are required to follow Cal/OSHA rules and regulations allowing Personnel to stay home where they have symptoms associated with COVID-19 that are new or not explained by another condition or if they have been diagnosed with COVID-19 (by a test or a clinician) even if they have no symptoms, and to not have those Personnel return to work until they have satisfied certain conditions, all as further set forth in the Cal/OSHA rules. Also, Businesses must comply with California Senate Bill 95 (Labor Code, sections 248.2 and 248.3), which provides that employers with more than 25 employees must give every employee 80 hours of COVID-related sick leave retroactive to January 1, 2021 and through September 30, 2021 (pro-rated for less than full time employees), including that employees may use this paid sick leave to get vaccinated or for post-vaccination illness. Each Business is prohibited from taking any adverse action against any Personnel for staying home in any of the circumstances described in this subsection.
- e. Signage. In addition to any signage otherwise required in this Order or any directives issued by the Health Officer for specific Business or other sectors, the following general signage requirements apply.
  - i. Signage for Patrons. All Businesses and governmental entities are required to conspicuously post signage reminding individuals of COVID-19 prevention best practices to reduce transmission: Get vaccinated; Stay home if sick, and talk to your doctor; Masks are required indoors; Maximize fresh air; and Clean your hands. Sample signage is available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>.
  - ii. Signage for Employees. All Businesses and governmental entities are required to post signs in employee break rooms or areas encouraging employees to get vaccinated and informing them how to obtain additional information. Sample signage is available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>.
- f. Ventilation Guidelines. All Businesses and governmental entities with indoor operations are urged to review the Ventilation Guidelines and implement ventilation strategies for indoor operations as feasible. Nothing in this subsection limits any ventilation requirements that apply to particular settings under federal, state, or local law.



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- g. Mandatory Reporting by Businesses and Governmental Entities. Consistent with Cal/OSHA rules and regulations, Businesses and governmental entities must require that all Personnel immediately alert the Business or governmental entity if they test positive for COVID-19 and were present in the workplace either (1) within 48 hours before onset of symptoms or within 10 days after onset of symptoms if they were symptomatic; or (2) within 48 hours before the date on which they were tested or within 10 days after the date on which they were tested if they were asymptomatic. If a Business or governmental entity learns that three or more of its Personnel are confirmed positive cases of COVID-19 and visited the workplace during their high-risk exposure period at any time during a 14-day period (*i.e.*, three cases onsite within a 14-day period), then the entity must call DPH at 628-217-6100 immediately to report the cases and in any event no later than the next business day after learning of those positive cases. Businesses and governmental entities must also comply with all case investigation and contact tracing measures directed by DPH including providing any information requested within the timeframe provided by DPH, instructing Personnel to follow isolation and quarantine protocols specified by CDPH and Cal/OSHA and any additional protocols specified by DPH, and excluding positive cases and unvaccinated close contacts from the workplace during these isolation and quarantine periods.

Schools and Programs for Children and Youth are subject to separate reporting requirements set forth in Health Officer Directive Nos. 2020-33 and 2020-14, updated as of ~~December 12, 2021~~ January 4, 2022, respectively, including as those directives are further updated in the future.

- h. Compliance with CDPH Vaccination Status Order's Mask Requirements. Businesses and governmental entities with Personnel in Acute Health Care Settings, Long-Term Care Settings, High-Risk Congregate Settings, and Other Health Care Settings—as those terms are defined in the CDPH Vaccination Status Order, available online at [www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Order-of-the-State-Public-Health-Officer-Unvaccinated-Workers-In-High-Risk-Settings.aspx](http://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Order-of-the-State-Public-Health-Officer-Unvaccinated-Workers-In-High-Risk-Settings.aspx)—must provide appropriate face coverings as required by the CDPH Vaccination Status Order.
- i. Minimum Requirements. Nothing in this Order is intended to reduce any other federal, state, or local legal requirements or otherwise modify them in a way that is less protective of public health, or to limit an individual Business' choices to take more health protective measures.
5. Schools and Programs for Children and Youth
- a. Schools. Based on the demonstrated effectiveness of measures that reduce the risk of transmission in school settings, including the requirement for universal masking indoors, the use of rapid testing, and vaccinations for children age five and older, the Health Officer strongly believes that schools can and should remain open for in-person classes for all grades. Largely because some children are not eligible to be



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vaccinated against COVID-19 at this time and many children are not yet Fully Vaccinated or eligible for a Booster, schools must follow the health and safety requirements set forth in Health Officer Directive No. 2020-33, including as it may be amended in the future, to ensure the safety of all students and Personnel at the school site. All children who are eligible for a Booster (including under an emergency use authorization) are strongly urged to receive a Booster as soon as possible. Also, adult Personnel in TK-12 schools, including educators, aides, administrators, and other staff, are strongly encouraged to be Up-to-Date on Vaccination.

- b. Programs for Children and Youth. Largely because some children are not eligible to be vaccinated against COVID-19 at this time and many children are not yet Fully Vaccinated or eligible for a Booster, the following Programs for Children and Youth must operate in compliance with the health and safety requirements set forth in Health Officer Directive No. 2020-14, including as it may be amended in the future: (1) group care facilities for children who are not yet in elementary school—including, for example, licensed childcare centers, daycares, family daycares, and preschools (including cooperative preschools); and (2) with the exception of schools, which are addressed in subsection (a) above, educational or recreational institutions or programs that provide care or supervision for school-aged children and youth—including for example, learning hubs, other programs that support and supplement distance learning in schools, school-aged childcare programs, youth sports programs, summer camps, and afterschool programs.

c. Mega-Events. Operators or hosts of indoor events held at schools or under Programs for Children and Youth that meet the definition of an indoor Mega-Event must comply with the rules for indoor Mega-Events specified in Section 7 of this Order. Operators or hosts of such outdoor events are urged to follow the rules for outdoor Mega-Events.

6. Vaccination Requirements for Personnel in High-Risk Settings and Other Health Care Personnel.

- a. High-Risk Settings. Except for some Personnel as provided in subsections (a)(iii), (b), and (c) below, and for Personnel exempt under subsection (d) below, all of the following requirements apply in High-Risk Settings:
- i. Businesses and governmental entities with Personnel in High-Risk Settings must:
    1. As of September 30, 2021, ascertain vaccination status of all Personnel in High-Risk Settings who routinely work onsite;
    2. As of September 30, 2021, ensure that before entering or working in any High-Risk Setting, all Personnel who routinely work onsite have received their first dose of a one-dose COVID-19 vaccine regimen or their second dose of a two-dose COVID-19 vaccine



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regimen authorized to prevent COVID-19 by the FDA, including by way of an emergency use authorization, or by the World Health Organization. Until such Personnel are Fully Vaccinated, they are subject to at least the minimum public health and safety requirements in subsection (a)(iv) below; and

3. No later than February 1, 2022, ensure that all such Personnel who routinely work onsite, within 15 days of being eligible for a Booster, receive a Booster. And for the period between when such Personnel are eligible for a Booster but have not yet received one and when they become Up-to-Date on Vaccination (meaning one week after receipt of a Booster), the operator of the High-Risk Setting must ensure that each such person comply with the public health and safety requirements in subsection (a)(iv) below regarding testing even though they have already received their full initial course of vaccination. For clarity, those who are eligible to receive a Booster on or before January 17, 2022 must have received their Booster by February 1, 2022, and those who are eligible for a Booster after January 17, 2022 must receive it within 15 days after they become eligible.
- ii. As of September 30, 2021, Personnel who routinely work onsite in High-Risk Settings must have received their first dose of a one-dose COVID-19 vaccine regimen or their second dose of a two-dose COVID-19 vaccine regimen authorized to prevent COVID-19 by the FDA, including by way of an emergency use authorization, or by the World Health Organization. Until such Personnel have completed their full initial course of vaccination (that is, are Fully Vaccinated), they are subject to at least the minimum public health and safety requirements in subsection (a)(iv) below. Beginning on February 1, 2022, Personnel who routinely work onsite in High-Risk Settings must, within 15 days of being eligible for a Booster, receive a Booster. For clarity, those who are eligible to receive a Booster on or before January 17, 2022 must have received their Booster by February 1, 2022, and those who are eligible for a Booster after January 17, 2022 must receive it within 15 days after they become eligible.
  - iii. For purposes of this Order, Personnel who are not permanently stationed or regularly assigned to a High-Risk Setting but who in the course of their duties may enter or work in High-Risk Settings even on an intermittent or occasional basis or for short periods of time are considered to routinely work onsite in High-Risk Settings. Businesses and governmental entities with such Personnel are required to (1) ascertain vaccination status of all such Personnel and (2) ensure that before entering or working in any High-Risk Setting, all such Personnel are Fully Vaccinated with any vaccine authorized to prevent COVID-19 by the FDA, including by way of an emergency use authorization,



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or by the World Health Organization, unless exempt under subsection (d) below. Additionally, as of September 29, 2021, all such Personnel must have received their first dose of a one-dose COVID-19 vaccine regimen or their second dose of a two-dose COVID-19 vaccine regimen authorized to prevent COVID-19 by the FDA, including by way of an emergency use authorization, or by the World Health Organization. Until such Personnel are Fully Vaccinated, they are subject to at least the minimum public health and safety requirements in subsection (a)(iv) below. And no later than February 1, 2022, Personnel who are not permanently stationed or regularly assigned to a High-Risk Setting but who in the course of their duties may enter or work in High-Risk Settings even on an intermittent or occasional basis or for short periods of time—including for example, but not limited to, paramedics, emergency medical technicians, police officers and other law enforcement, and attorneys who enter jail settings or other High-Risk Settings as part of their work—must, within 15 days of being eligible for a Booster, receive a Booster.

- iv. All Businesses and governmental entities subject to this Section 6 must require any Personnel who are exempt or who are otherwise not Up-to-Date on Vaccination (for clarity, the reference to these Personnel means any person who is eligible for but not yet received a Booster or who has received a Booster for the seven days after receipt of the Booster before becoming Up-to-Date on Vaccination) to comply with at least the following public health and safety measures:
1. get tested for COVID-19 at least once a week—and at least twice a week for Personnel who are in general acute care hospitals, skilled nursing facilities, intermediate care facilities, and jails—using either a nucleic acid (including polymerase chain reaction (PCR)) or antigen test; and
  2. at all times at the worksite in the High-Risk Setting wear a face covering in compliance with the State Public Health Officer Order of July 26, 2021 (“CDPH Vaccination Status Order”), available at <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Order-of-the-State-Public-Health-Officer-Unvaccinated-Workers-In-High-Risk-Settings.aspx>.

Because of the COVID-19 risks to any exempt Personnel who are not Up-to-Date on Vaccination, the High-Risk Setting must provide such Personnel, on request, with a well-fitting non-vented N95 respirator and strongly encourage such Personnel to wear that respirator at all times when working with patients, residents, clients, or incarcerated people.

Regular testing and masking as required under this Section 6 are not as protective of public health as being Up-to-Date on Vaccination in helping prevent transmission of COVID-19; accordingly, those measures are a minimum safety requirement for exempt Personnel in High-Risk Settings.



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Businesses and governmental entities subject to this Section 6 may require additional safety measures for such Personnel. For example, factors a Business or governmental entity may consider in determining appropriate safety measures for exempt Personnel include, but are not limited to:

- a) Whether the Personnel will place other people at risk of transmission of COVID-19 because they are required to come into contact (including on an emergency basis) with other Personnel or with persons whose vaccination status is unknown, who are not yet eligible for the vaccine, or who are members of a vulnerable population (*e.g.*, the elderly, incarcerated people, and acute care patients);
- b) The type and frequency of testing available to the Personnel and whether the Business or governmental entity has the ability to provide testing to Personnel, without relying on public health resources, and track the requisite testing;
- c) Whether the Business or governmental entity can ensure compliance with the mask mandate whenever the Personnel are around other people in the workplace; and
- d) Whether the proposed accommodation imposes an undue burden because it is costly, infringes on other Personnel's job rights or benefits, compromises workplace safety, decreases workplace efficiency, or requires other Personnel to do more than their share of potentially hazardous or burdensome work.

Nothing under the Order limits the ability of a Business or governmental entity under applicable law to determine whether they are unable to offer a reasonable accommodation to unvaccinated Personnel with an approved exemption and to exclude such exempt Personnel from a High-Risk Setting.

- v. All Businesses and governmental entities subject to this Section 6 must, consistent with applicable privacy laws and regulations, maintain records of employee vaccination or exemption status.
- vi. All Businesses and governmental entities subject to this Section 6 must provide these records to the Health Officer or other public health authorities promptly upon request, and in any event no later than the next business day after receiving the request.
- vii. This mandated vaccination schedule allows Businesses, governmental entities, and affected Personnel adequate time to comply with this Order. In the interest of protecting residents of High-Risk Settings, Personnel, and their



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families, Businesses, governmental entities, and affected Personnel are strongly urged to meet these vaccination requirements as soon as possible.

For clarity, this requirement applies to Personnel in other buildings in a site containing a High-Risk Setting, such as a campus or other similar grouping of related buildings, where such Personnel do any of the following: (i) access the acute care or patient, resident, client, or incarcerated person areas of the High-Risk Setting; or (ii) work in-person with patients, residents, clients, or incarcerated people who visit those areas. All people in San Francisco who work in a clinical setting with a population that is more vulnerable to COVID-19 are strongly urged to be Up-to-Date on Vaccination, including receiving a Booster as soon as eligible.

- b. Adult Care Facilities, Adult Day Programs, and Dental Offices. Businesses and governmental entities with Personnel in adult care facilities, adult day programs licensed by the California Department of Social Services, and dental offices must, in relation to such settings, comply with the applicable requirements of this Section 6 and meet the timing requirements set forth in subsection (a)(iii) above. For clarity, Personnel of such Businesses or governmental entities in those settings are subject to subsection (a)(ii) above and must be Up-to-Date on Vaccination, including receipt of a Booster when eligible, or qualify for an exemption under subsection (d) below and follow the precautions as set forth in this Order.
- c. Home Health Care Workers and Pharmacists. Businesses and governmental entities with Personnel who are in-home health care workers or are pharmacists must, in relation to such Personnel, comply with the applicable requirements of this Section 6 and meet the timing requirements set forth in subsection (a)(iii) above. For clarity, all such Personnel are subject to subsection (a)(ii) above and must be Up-to-Date on Vaccination, including receipt of a Booster when eligible, or qualify for an exemption under subsection (d) below and follow the precautions as set forth in this Order.
- d. Limited Exemptions. Personnel covered by this Section 6 may be exempt from the vaccination requirements under this section only upon providing the requesting Business or governmental entity a declination form, signed by the individual under penalty of perjury stating either of the following: (1) the individual is declining vaccination based on Religious Beliefs or (2) the individual is excused from receiving any COVID-19 vaccine due to Qualifying Medical Reasons. As to declinations for Qualifying Medical Reasons, to be eligible for this exemption Personnel must also provide to their employer or the Business a written statement signed by a physician, nurse practitioner, or other licensed medical professional practicing under the license of a physician stating that the individual qualifies for the exemption (but the statement should not describe the underlying medical condition or disability) and indicating the probable duration of the individual's inability to receive the vaccine (or if the duration is unknown or permanent, so indicate). A sample ascertainment and declination form is available online at [www.sfdph.org/dph/covid-19/files/declination.pdf](http://www.sfdph.org/dph/covid-19/files/declination.pdf). As to declinations based on Religious Beliefs, a Business or governmental entity may seek additional information as allowed or required by



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applicable law to determine whether Personnel have a qualifying Religious Belief. Personnel who qualify for and are granted by the employing Business or governmental entity an exemption due to Religious Beliefs or Qualifying Medical Reasons, as provided above, must still follow at least the minimum health and safety requirements in subsection (a)(iv), above. Nothing in this Order is intended to limit any Business's or governmental entity's ability under applicable law to determine whether they are able to offer a reasonable accommodation to Personnel with an approved exemption. Because testing and masking is not as effective as Full Vaccination at preventing the spread of COVID-19, a Business may determine that the minimum requirements in subsection (a)(iv) above are not sufficient to protect the health and safety of people in High-Risk Settings.

- e. Record Keeping Requirements. Businesses or governmental entities subject to this Section 6 must maintain records with following information:
- i. For Fully Vaccinated Personnel, and also for Personnel where being Up-to-Date on Vaccination is required by this Order: (1) full name and date of birth; (2) vaccine manufacturer; and (3) date of vaccine administration (for first dose and, if applicable, all subsequent doses required by this Order). Nothing in this subsection is intended to prevent an employer from requesting additional information or documentation to verify vaccination status, to the extent permissible under the law.
  - ii. For unvaccinated Personnel: signed declination forms with written health care provider's statement where applicable, as described in subsection (d) above.
- f. Compliance with CDPH Orders. In addition to the requirements set forth above:
- i. Until any more health protective requirements in this section take effect, Businesses and governmental entities with Personnel in High-Risk Settings must comply with the requirements of the CDPH Vaccination Status Order; and
  - ii. Businesses and governmental entities with Personnel in adult care facilities and Other Health Care Settings—as that term is defined in the CDPH Vaccination Status Order—must be in full compliance with the requirements of the CDPH Vaccination Status Order.
  - iii. Businesses and governmental entities with Personnel who provide services or work in facilities covered by the State Public Health Officer Order of August 5, 2021, updated on December 22, 2021 (“CDPH Health Care Worker Vaccine Order”), must comply with the requirements of that order, including as that order may be amended in the future. See [www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Order-of-the-State-Public-Health-Officer-Health-Care-Worker-Vaccine-Requirement.aspx](http://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Order-of-the-State-Public-Health-Officer-Health-Care-Worker-Vaccine-Requirement.aspx).



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- g. Cooperation with Public Health Authorities. Businesses or governmental entities with Personnel subject to this Section 6 must cooperate with Health Officer or DPH requests for records, documents, or other information regarding the Business or governmental entity's implementation of these vaccination requirements. This cooperation includes, but is not limited to, identifying all jobs or positions within the organization and describing: (1) whether a given job or position is subject to the vaccination requirements of this Section 6, (2) how the Business or governmental entity determined a job or position is subject to vaccination requirements of this Section 6, and (3) how the Business or governmental entity is ensuring full compliance with the vaccination requirements set forth in this Section 6. Complete responses to these requests must be provided to the Health Officer or DPH promptly upon request, and in any event within three business days after receiving the request.
  - h. Chart. For convenience of reference, a chart summarizing which settings and Personnel are subject to which state and local vaccination requirements is available at <https://www.sfdph.org/dph/alerts/files/C19-07-State-and-Local-Mandates-Chart.pdf>.
7. Mega-Events.
- a. Compliance with State's Post-Blueprint Guidance. All Businesses, governmental entities, and other organizations hosting Mega-Events, including when held at schools or under Programs for Children and Youth as provided in Section 5 above, must comply with the requirements in the State's Post-Blueprint Guidance for indoor Mega-Events and are strongly urged to follow the recommendations in the State's Post-Blueprint Guidance for outdoor Mega-Events.
  - b. Vaccine Verification Requirements.
    - i. Operators or hosts of indoor Mega-Events must require all patrons age 12 and up to show proof, before entering the facility, that they have completed the full initial course of vaccination (are Fully Vaccinated), subject to any applicable requirements of federal, state, or local laws requiring accommodation. Also, until February 1, 2022, operators or hosts of indoor Mega-Events are strongly urged to require all patrons to show proof, before entering the facility, of being Up-to-Date on Vaccination, including for patrons age ~~16~~12 and up receipt of a Booster as soon as they are eligible. And starting on February 1, 2022, operators or hosts of indoor Mega-Events must require all patrons to show proof, before entering the facility, of being Up-to-Date on Vaccination, including for patrons age ~~16~~12 and up receipt of a Booster as soon as they are eligible. For patrons aged 12 to 15, operators or hosts of indoor Mega-Events are urged to enforce the mandate to show proof of a Booster as part of being Up-to-Date on Vaccination as soon as possible and are required to do so beginning March 1, 2022. In any event, operators or hosts of indoor Mega-Events may not accept a written self-attestation as proof of Full Vaccination. Patrons age five to 11 (or their parents or guardians) must show for each such child either proof of Full Vaccination or a negative COVID-19 test taken



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within one day (for antigen tests) or two days (for PCR tests) before entry into the facility. Patrons age two to four (or their parents or guardians) must show for each such child proof of a negative COVID-19 test taken within one day (for antigen tests) or two days (for PCR tests) before entry into the facility. Consistent with State rules, operators or hosts of indoor Mega-Events are required to cross check proof of Full Vaccination or proof of negative COVID-19 test, as provided below, for each patron age 18 and up against a photo identification, unless photo identification is integrated into the digital COVID-19 vaccine record.

- ii. Operators or hosts of indoor Mega-Events must require all staff to show proof, before entering the facility, that they have completed the full initial course of vaccination (are Fully Vaccinated), subject to any applicable requirements of federal, state, or local laws requiring accommodation. Also, until February 1, 2022, operators or hosts of indoor Mega-Events are strongly urged to require all staff to show proof, before entering the facility, of being Up-to-Date on Vaccination, including receipt of a Booster as soon as they are eligible, subject to any applicable requirements for federal, state, or local laws requiring accommodation. And starting on February 1, 2022, operators or hosts of indoor Mega-Events must require all staff to show proof, before entering the facility, of being Up-to-Date on Vaccination, including receipt of a Booster as soon as they are eligible, within eight days of their being eligible for a Booster. That means staff will meet the full requirements for being Up-to-Date on Vaccination no later than 15 days after being eligible for a Booster, and they can work at the Mega-Event so long as they get the Booster by the eighth day of being eligible. These requirements for staff are subject to any applicable requirements for federal, state, or local laws requiring accommodation.

For clarity, “staff” as used in this Section 7 does not include all individuals included in the broader term “Personnel.” Performers or players who are not employed by the Business, governmental entity, or other organization hosting the event (*e.g.*, members of visiting teams and independent performers not employed by the host) are not covered by the mandate to be Up-to-Date on Vaccination listed in this Section, but are strongly encouraged to be Up-to-Date on Vaccination before playing or performing in San Francisco. If they are not Fully Vaccinated (meaning two weeks after completion of the full initial course of vaccination, as further defined in Section 1), and, after February 1, 2022, if they are not Up-to-Date on Vaccination (meaning, as further provided in Section 1, they have not received their full initial course of vaccination at least two weeks before and have not had a Booster once eligible at least one week before), within the 15-day period as provided above in this subsection (ii)), they are required to comply with all of the following safety measures:

- Remain at least six feet away from members of the public for the entire



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duration of the event;

- Provide the Business, governmental entity, or other organization hosting the event with proof of a negative COVID-19 test (nucleic acid or antigen) taken within one day (for antigen tests) or two days (for PCR tests) prior to entry into the facility or venue;
- Wear a Well-Fitted Mask at all times except while actively performing or playing as required by Appendix A of this Order; and
- Not enter the indoor portion of any of the businesses covered in Appendix B of this Order except areas required for them to perform or play.

iii. Operators and hosts of ~~large outdoor events (with between 5,000 and 9,999 people attending) and~~ outdoor Mega-Events are encouraged to consider requiring proof of Up-to-Date Vaccination as provided in Section 4 above.

c. Health and Safety Plan Requirement.

The host or organizer of an indoor Mega-Event with 1,000 or more attendees or outdoor Mega-Event ~~or with 10,000 or more attendees, or a series of such~~ Mega-Events, must submit to the Health Officer a proposed plan detailing the procedures that will be implemented to minimize the risk of transmission among patrons and Personnel. Specifically, the proposed plan should include to following:

- Description of event details (date/time; expected capacity; location; and type of event).
- Contact name for the event (*i.e.*, a person who can be reached in the event of an outbreak and/or who can be contacted to discuss the proposed plan).
- An explanation of how the host or organizer will have attendees meet requirements for providing their vaccination status (required indoors, recommended outdoors).
- An explanation of how the host or organizer will communicate/message:
  - Information to ensure that guests are aware of vaccination requirements (indoors)/recommendations (outdoors); and
  - The safety measures being taken.
- If the event is being held indoors, an explanation of how the host or organizer will adhere to the Face Covering Requirements and Appendix A of this Order.



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- A description of the strategies that will be implemented to avoid stagnant crowds (this can include traffic flow, advanced ticketing, touchless payment, etc.).

A template for plans for indoor Mega-Events is available at [www.sfdph.org/dph/alerts/files/C19-07-HSP-over-1000.pdf](http://www.sfdph.org/dph/alerts/files/C19-07-HSP-over-1000.pdf). Hosts or operators of Mega-Events may use the provided template or submit their own materials that comply with the requirements of this Order.

Plans must be submitted by email to [HealthPlan@sfcityattyy.org](mailto:HealthPlan@sfcityattyy.org) at least 10 business days before the planned event or, if earlier, ten business days before the date on which tickets will begin to be sold or offered to the public. The host or organizer does not need advance written approval of the Health Officer or the Health Officer's designee to proceed with the Mega-Event consistent with the plan. But in the event the Health Officer identifies deficiencies in the plan, DPH will contact the host or organizer, and the host or organizer is required to work with DPH to address any and all deficiencies.

- d. Recommendations for Outdoor Events. All Businesses, governmental entities, and other organizations hosting outdoor ~~events with between 5,000 and 9,999 attendees are strongly urged to (1) follow the recommendations in the State's Post-Blueprint Guidance for outdoor~~ Mega-Events; ~~and (2) require all patrons age 12 and up to show proof, before entering the event, that they have completed their initial course of vaccination (are Fully Vaccinated). And operators and hosts of large outdoor events (with between 5,000 and 9,999 people attending) and outdoor Mega-Events, including when held at schools or under Programs for Children and Youth as provided in Section 5 above,~~ are encouraged to consider requiring all patrons age 12 and up to show proof, before entering the event, that they are Up-to-Date on Vaccination (including ~~for patrons age 16 and up~~ having received a Booster as soon as they are eligible), subject to any applicable requirements of federal, state, or local laws requiring accommodation, and to follow the recommendations in the State's Post-Blueprint Guidance for outdoor Mega-Events.
- e. For convenience of reference, a chart summarizing the requirements for Mega-Events is available at [www.sfdph.org/dph/alerts/files/C19-07-Mega-and-Large-Event-Chart.pdf](http://www.sfdph.org/dph/alerts/files/C19-07-Mega-and-Large-Event-Chart.pdf).
8. COVID-19 Health Indicators. The City will continue to make publicly available on its website updated data on COVID-19 case rates, hospitalizations and vaccination rates. That information can be found online at <https://sf.gov/resource/2021/covid-19-data-and-reports>. The Health Officer will monitor this data, along with other data and scientific evidence, in determining whether to modify or rescind this Order, as further described in Section 2(a) above.
9. Incorporation of State and Local Emergency Proclamations and Federal and State Health Orders. The Health Officer is issuing this Order in accordance with, and incorporates by reference, the emergency proclamations and other federal, state, and local orders and other



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pandemic-related orders described below in this Section. But this Order also functions independent of those emergency proclamations and other actions, and if any State, federal, or local emergency declaration, or any State or federal order or other guidance, is repealed, this Order remains in full effect in accordance with its terms (subject to Section 13 below).

- a. State and Local Emergency Proclamations. This Order is issued in accordance with, and incorporates by reference, the March 4, 2020 Proclamation of a State of Emergency issued by the Governor, the February 25, 2020 Proclamation by the Mayor Declaring the Existence of a Local Emergency, and the March 6, 2020 Declaration of Local Health Emergency Regarding Novel Coronavirus 2019 (COVID-19) issued by the Health Officer, as each of them have been and may be modified, extended, or supplemented.
- b. State Health Orders. This Order is also issued in light of the various orders, directives, rules, and regulations of the State, including, but not limited to, those of the State's Public Health Officer and Cal/OSHA. The State has expressly acknowledged that local health officers have authority to establish and implement public health measures within their respective jurisdictions that are more restrictive than those implemented by the State Public Health Officer.
- c. Federal Orders. This Order is further issued in light of federal emergency declarations and orders, including, but not limited to, the January 20, 2021 Executive Order on Protecting the Federal Workforce and Requiring Mask-Wearing, which requires all individuals in Federal buildings and on Federal land to wear masks, maintain physical distance, and adhere to other public health measures, and the February 2, 2021 Order of the CDC, which requires use of masks on public transportation, as each of them may have been and may be modified, extended or supplemented.

10. Obligation to Follow Stricter Requirements of Orders.

Based on local health conditions, this Order includes a limited number of health and safety restrictions that are more stringent than those contained under State orders. Where a conflict exists between this Order and any state or federal public health order related to the COVID-19 pandemic, the most restrictive provision (*i.e.*, the more protective of public health) controls. Consistent with California Health and Safety Code section 131080 and the Health Officer Practice Guide for Communicable Disease Control in California, except where the State Health Officer may issue an order expressly directed at this Order and based on a finding that a provision of this Order constitutes a menace to public health, any more restrictive measures in this Order continue to apply and control in this County.



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11. Obligation to Follow Health Officer Orders and Directives and Mandatory State Guidance.

In addition to complying with all provisions of this Order, all individuals and entities, including all Businesses and governmental entities, must also follow any applicable orders and directives issued by the Health Officer (available online at [www.sfdph.org/healthorders](http://www.sfdph.org/healthorders) and [www.sfdph.org/directives](http://www.sfdph.org/directives)) and any applicable mandatory guidance issued by the State Health Officer or California Department of Public Health. To the extent that provisions in the orders or directives of the Health Officer and the mandatory guidance of the State conflict, the more restrictive provisions (*i.e.*, the more protective of public health) apply. In the event of a conflict between provisions of any previously-issued Health Officer order or directive and this Order, this Order controls over the conflicting provisions of the other Health Officer order or directive.

12. Enforcement.

Under Government Code sections 26602 and 41601 and Health and Safety Code section 101029, the Health Officer requests that the Sheriff and the Chief of Police in the County ensure compliance with and enforce this Order. The violation of any provision of this Order (including, without limitation, any health directives) constitutes an imminent threat and immediate menace to public health, constitutes a public nuisance, and is punishable by fine, imprisonment, or both. DPH is authorized to respond to such public nuisances by issuing Notice(s) of Violation and ordering premises vacated and closed until the owner, tenant, or manager submits a written plan to eliminate all violations and DPH finds that plan satisfactory. Such Notice(s) of Violation and orders to vacate and close may be issued based on a written report made by any City employees writing the report within the scope of their duty. DPH must give notice of such orders to vacate and close to the Chief of Police or the Chief's designee to be executed and enforced by officers in the same manner as provided by San Francisco Health Code section 597. As a condition of allowing a Business to reopen, DPH may impose additional restrictions and requirements on the Business as DPH deems appropriate to reduce transmission risks, beyond those required by this Order and other applicable health orders and directives.

13. Effective Date.

This Order is effective at 12:01 a.m. on June 15, 2021 and will continue, as updated, to be in effect until the Health Officer rescinds, supersedes, or amends it in writing. The changes made in the ~~December 29, 2021~~ January 10, 2022 update are effective immediately except that the ~~temporary suspensions to change in the indoor universal masking requirements in Appendix A and some new vaccination requirements related to being Up to Date on Vaccination are~~ threshold for Mega-Events becomes operative at ~~later dates as expressly provided in this Order~~ on January 15, 2022.



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14. Relation to Other Orders of the San Francisco Health Officer.

Upon issuance, this Order revises and entirely replaces the prior update to Health Officer Order No. C19-07y (issued December 14, 2021). Leading up to and in connection with the effective date of this Order, the Health Officer has rescinded a number of other orders and directives relating to COVID-19, including those listed in the Health Officer’s Omnibus Rescission of Health Officer Orders and Directives, dated June 11, 2021. On and after the effective date of this Order, the following orders and directives of the Health Officer shall continue in full force and effect: Order Nos. C19-16 (hospital patient data sharing), C19-18 (vaccine data reporting), and C19-19 (minor consent to vaccination); and the directives that this Order references in Sections 3 and 5, as the Health Officer may separately amend or later terminate any of them. Health Officer Order No. C19-15 was also reinstated on August 19, 2021, and remains in effect as outlined in that order (including as it is amended in the future). Also, this Order also does not alter the end date of any other Health Officer order or directive having its own end date or that continues indefinitely.

15. Copies.

The County must promptly provide copies of this Order as follows: (1) by posting on the DPH website ([www.sfdph.org/healthorders](http://www.sfdph.org/healthorders)); (2) by posting at City Hall, located at 1 Dr. Carlton B. Goodlett Pl., San Francisco, CA 94102; and (3) by providing to any member of the public requesting a copy.

16. Severability.

If a court holds any provision of this Order or its application to any person or circumstance to be invalid, then the remainder of the Order, including the application of such part or provision to other persons or circumstances, shall not be affected and shall continue in full force and effect. To this end, the provisions of this Order are severable.

**IT IS SO ORDERED:**

\_\_\_\_\_  
Susan Philip, MD, MPH,  
Health Officer of the  
City and County of San Francisco

Dated: ~~December 29, 2021~~ January 10, 2022

Attachments:

- Appendix A – Face Covering Requirements (~~dated~~ last updated December 29, 2021)
- Appendix B – Proof of Vaccination Requirements (~~dated December 29, 2021~~ last updated January 10, 2022)

## Order No. C19-07y – Appendix B: Proof of Vaccination Requirements

[December 29, 2021/January 10, 2022]

### 1. Covered Businesses and Events.

For purposes of this Appendix B, Covered Businesses include:

- a. Operators/hosts of establishments or events where food or drink is served indoors—including, but not limited to, dining establishments, bars, clubs, theaters, and entertainment venues. For clarity, this does not include food or drink provided as part of a religious ceremony (*e.g.*, communion or kiddush).
- b. Gyms, recreation facilities, yoga studios, dance studios, and other fitness establishments, where any patrons engage in cardiovascular, aerobic, strength training, or other exercise involving elevated breathing. For clarity, fitness establishments and activities that are part of a K-12 school or operate as a Program for Children and Youth are covered by separate sector-specific directives (available at [www.sfdph.org/directives](http://www.sfdph.org/directives)) and are not subject to the requirements of this Appendix B.

### 2. Vaccination Requirement for Patrons.

- a. Requirement. Covered Businesses must require all patrons age 12 and older to show proof that they have received the full initial course of vaccination at least two weeks earlier (are Fully Vaccinated) before entering any indoor portion of a facility, subject only to the exceptions below and any applicable requirements of federal, state, or local laws requiring accommodation. Covered Businesses are strongly urged to require all patrons to show proof that they are Up-to-Date on Vaccination, including receipt of a Booster by patrons age ~~16~~12 and older as soon as eligible, before entering any indoor portion of a facility, subject only to the exceptions below and any applicable requirement of federal, state, or local laws requiring accommodation.

For purposes of this requirement, Covered Businesses may not accept a written self-attestation of vaccination proof of Full Vaccination or being Up-to-Date on Vaccination. The following are the only acceptable proof of Full Vaccination, as well as being Up-to-Date on Vaccination:

- (1) the CDC vaccination card, which includes name of person vaccinated, type of vaccine provided, and date last dose administered, or similar documentation issued by another foreign governmental jurisdiction;
- (2) a photo or copy of a vaccination card as a separate document;
- (3) a photo of a vaccination card stored on a phone or electronic device;
- (4) documentation of vaccination from a healthcare provider; or
- (5) a personal digital COVID-19 vaccine record issued by the State of California and available by going to <https://myvaccinerecord.cdph.ca.gov> or similar

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documentation issued by another state, local, or foreign governmental jurisdiction, or by an approved private company (a list of approved companies offering digital vaccine cards is available at [www.sfdph.org/dph/alerts/files/vaccine-verification-sites.pdf](http://www.sfdph.org/dph/alerts/files/vaccine-verification-sites.pdf)).

Covered Businesses are required to cross-check proof of vaccination status for each patron against a photo identification, unless photo identification is integrated into the digital COVID-19 vaccine record.

### **b. Exceptions and Clarifications.**

- i. For clarity, individuals who do not provide proof of Full Vaccination (or being Up-to-Date on Vaccination, if applicable) may use the outdoor portions of Covered Business facilities (but not the indoor portions except solely as provided in subsections (ii), (iii), and (v) below).
- ii. Covered Businesses may allow patrons wearing a Well-Fitted Mask to come indoors to use a restroom without requiring patrons to show proof they are Fully Vaccinated (or Up-to-Date on Vaccination, if applicable).
- iii. Dining establishments and bars may require proof of Full Vaccination (or being Up-to-Date on Vaccination, if applicable) to be shown at the time of patrons' first in-person interaction with staff (*e.g.*, at the time of ordering) rather than at the entrance to the establishment, but only if all such patrons wear Well-Fitted Masks at all times after entering the indoor portion of the facility and before showing such proof. Dining establishments and bars are prohibited from serving any patron indoors who fails to provide this proof.
- iv. Theaters where concessions are sold may require proof of Full Vaccination (or being Up-to-Date on Vaccination, if applicable) to be shown at the time of patrons' purchase of concessions rather than at the entrance to the establishment. Theaters are prohibited from selling food or beverages to any patron indoors who fails to provide this proof.
- v. Dining establishments and bars that serve food may allow individuals wearing a Well-Fitted Mask to enter the indoor portion of the facility to order, pick up, or pay for food or drink "to go" without showing proof of Full Vaccination (or being Up-to-Date on Vaccination, if applicable).
- vi. Businesses may obtain proof of Full Vaccination (or being Up-to-Date on Vaccination, if applicable) in advance of a patron's arrival at a facility, *e.g.*, by email or through a reservation system, but must confirm identification at the time of entry into the facility.
- vii. Businesses operating food courts in indoor shopping centers that offer seated

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dining are required to obtain proof of Full Vaccination (or being Up-to-Date on Vaccination, if applicable) before patrons enter into the food court unless those operators remove seating from the area.

1. Individuals hosting private events in their homes are not subject to the requirements of this Appendix B but are strongly urged to require all guests age 12 and older to show proof that they are Fully Vaccinated (or Up-to-Date on Vaccination for guests age 16 and older, if applicable).

### 3. Vaccination Requirement for Staff.

a. Requirements. Subject to the exceptions below and any applicable requirements of federal, state, or local laws requiring accommodation:

- i. Covered Businesses must use their best efforts to ascertain the vaccination status of all staff who routinely work onsite. A sample Employee Vaccination Program Ascertainment Form is available at [www.sfdph.org/dph/covid-19/files/declination.pdf](http://www.sfdph.org/dph/covid-19/files/declination.pdf).
- ii. Covered Businesses must ensure that all staff who routinely work onsite provide proof that they are Fully Vaccinated before entering or working in any indoor portion of the facility.
- iii. Covered Businesses are strongly urged to ensure that all staff who routinely work onsite provide proof that they are Up-to-Date on Vaccination before entering or working in any indoor portion of the facility.
- iv. Consistent with applicable privacy laws and regulations, Covered Businesses must maintain records of staff vaccination or exemption status, and provide these records to the Health Officer or other public health authorities promptly upon request, and in any event no later than the next business day after receiving the request.

b. Exceptions and Clarifications.

- i. For clarity, “staff” as used in this order does not include all individuals included in the broader term “Personnel.” Individuals who enter or work in a Covered Business facility on an intermittent or occasional basis or for short periods of time (*e.g.*, individuals who deliver goods or packages) are not covered by the requirements in this Appendix B.

### 4. Signage.

a. Signage for Patrons. All Covered Businesses are required to conspicuously post at the entrance to the facility signage informing individuals that proof of Full

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Vaccination is required to enter the indoor portion of the facility. Sample signage is available at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>.

- b. Signage for Staff. All Covered Businesses are required to post signs in employee break rooms or similar areas informing staff that they are required to provide proof of Full Vaccination, and informing them how to obtain additional information about getting vaccinated. Sample signage is available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>.