



A Guide to the New Cal/OSHA Emergency COVID-19 Regulations Webinar Resource Guide

To access the website or resource listed below, click on the title for the resource or press your **Control (CTRL) Key** and click on the name of the document or webpage below.

State Fund Resources

[State Fund Resource Page on the New Cal/OSHA Emergency COVID-19 Regulations](#)

[State Fund Summary of New Cal/OSHA Emergency COVID-19 Regulations](#)

[State Fund FAQs on the Emergency COVID-19 Regulations](#)

[State Fund's COVID-19 Prevention Program Template](#)

[Cal/OSHA Emergency Standard Definitions](#)

[State Fund Summary of Employer-Provided Transportation and Housing Regulations](#)

[Control Measures for COVID-19](#)

[State Fund Symptom Screening Form](#)

[State Fund Summary of COVID-19 Testing Requirements](#)

[State Fund Illness and Exposure Response Flow Chart](#)

[List of Links to External Resources](#)

[State Fund COVID-19 Resources Page](#)

[Information on N95 Respirators, Surgical Masks, and Homemade Face Masks/Coverings](#)

[Information on Cleaning and Disinfection](#)

[General Guidance on COVID-19 Protection in the Workplace](#)

[Workplace Controls](#)

[Hand Hygiene](#)

[PPE Protection Against COVID-19](#)

Cal/OSHA COVID-19 Resources

[Cal/OSHA COVID-19 Resource Page](#)

[Cal/OSHA Industry Specific Guidance on COVID-19](#)

[Cal/OSHA Model COVID-19 Prevention Program](#)

[Cal/OSHA FAQs on COVID-19](#)

[Cal/OSHA Factsheet on the Emergency COVID-19 Regulations](#)

[Cal/OSHA COVID-19 Online Training](#)

[Cal/OSHA COVID-19 Standards, Fact Sheets, Model Written Program and Other Resources](#)



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[Cal/OSHA Consultation Service Office locations and Phone Numbers](#) – for questions about Cal/OSHA requirements and enforcement questions

[Cal/OSHA’s Aerosol Transmissible Disease Standard \(Section 5199\)](#) – If a business falls under this regulation (Check the Scope and Application) then they are NOT covered under the Emergency COVID-19 Regulations.

Other Helpful Resources

[Tracking COVID-19 in CA](#)

[CDPH Information on Disinfectants and Work-Related Asthma](#)

[CDPH Guidance on Responding to COVID-19 Cases in the Workplace](#)

[CDC Information on How COVID-19 Spreads](#)

[CDC Information on When to Quarantine](#)

[CDC Information on COVID-19 Testing](#)

[CDC Print Resources](#)

[Contact information for the Labor Commissioner’s Office/ Division of Labor Standards Enforcement](#) – for questions on wage, labor law, and paid sick leave

[California Department of Fair Employment and Housing Factsheet and FAQs](#) - for information about civil rights, accommodating medical conditions, tips on maintaining employee privacy, etc.

[U.S. Equal Employment Opportunity Commission COVID-19 Technical Assistance Publication](#) – for information on COVID-19 and the Americans With Disabilities Act, medical pre-screening, employer accommodations, and how COVID-19 vaccination interacts with the legal requirements of the ADA.

[Housing for the Harvest](#) - a program that offers temporary hotel housing to agricultural workers who need to isolate due to COVID-19

[Governor Newsom’s Executive Order](#) – This Executive Order, issued on Dec 18, 2020, changes the quarantine and isolation requirements for Cal/OSHA’s emergency COVID-19 regulations to reflect current CA Dept. of Public Health (CDPH) guidelines. The language in the regulation references a 14-day quarantine period after exposure, but due to the Executive Order, you must follow the CDPH guidance, which is currently 10 days.

[CDPH COVID-19 Quarantine Guidance](#) - This is a link to the current CDPH quarantine and isolation guidelines, which call for a quarantine period of 10 days after exposure. This is what is referenced in State Fund’s template CPP.



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Summary of the Requirements for Excluding Exposed Employees or COVID-19 Cases from the Workplace

The following employees must be kept out of the workplace:

- A. Employees that have been exposed to COVID-19 until 10 days after the last known exposure.
 - A negative test result during the quarantine period does not affect the length of the quarantine. It remains at least 10 days.
- B. Employees who test positive for COVID-19 until the Return to Work criteria in the next section are met.

If an employee is excluded from the workplace due to an exposure (A above) and later tests positive for COVID-19 (B above), then they follow the Return to Work Criteria on the next page. This may require them to stay away from the workplace for longer than 10 days.

Employees excluded from work due to a COVID-19 exposure or a positive diagnosis related to a workplace exposure, but are otherwise able and available to work, must be paid their normal wages and retain their seniority, and all other rights and benefits. Information on available benefits must be provided at the time of exclusion.

See the [Division of Labor Standards Enforcement website](#), which has more information on the paid leave benefits for employees who must isolate at home due to a workplace COVID-19 exposure. [Cal/OSHA also has several FAQs](#) on the wage continuation requirements.

Return to Work Criteria

Criteria for returning to work **after testing positive for COVID-19** are as follows:

- Employees who tested positive and had symptoms can return to work when:
 - At least 10 days have passed since symptoms began, **AND**
 - At least 24 hours have passed with no fever (100.4°F or above) without the use of fever-reducing medications, **AND**
 - Other COVID-19 symptoms have improved.
- Employees who test positive but never have symptoms can return to work:
 - After at least 10 days have passed since the date of positive specimen collection.
- A negative test result cannot be required for an employee to return to work.

Summary of COVID-19 Reporting Requirements & Related Resources

There are three different COVID-19 reporting requirements that may apply to a business with one or more COVID-19 cases, depending on the circumstances.

1. Cal/OSHA has a requirement to report fatalities or serious illnesses to the nearest Cal/OSHA district office within 8 hours of learning of the fatality or illness meeting the reporting criteria.



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For serious illnesses like COVID-19, this would be any illness that requires inpatient hospitalization. For these reports, the fatality or illness must be work-related. Employers must immediately report COVID-19 related serious injuries or deaths.

- [Cal/OSHA FAQs on COVID-19 Recording and Reporting Requirements](#)
 - [Cal/OSHA instructions and phone number look-up tool for reporting workplace illnesses and injuries](#)
2. There are requirements to report to the local health department whenever there are three or more COVID-19 cases at the same worksite within a 14-day period. These requirements come from Assembly Bill (AB) 685 as well as from the new Cal/OSHA regulations [3205.1](#), Multiple COVID-19 Infections and COVID-19 Outbreaks and [3205.2](#), Major COVID-19 Outbreaks.
- [Cal/OSHA FAQs on AB 685](#)
 - [CA Dept of Public Health FAQs re AB 685](#)
 - [CDPH Guidance on reporting cases to local health departments and template form for reporting \(at bottom of the page\)](#)
3. For businesses with five or more employees, there is a **requirement to report any employee positive case to your workers' compensation carrier**. This requirement comes from Senate Bill (SB) 1159.
- [State Fund Page on What Employers Need to Know about SB 1159](#) (includes link to an online form for making reports)
 - [State Fund FAQs on SB 1159](#)
 - [Cal/OSHA FAQs re SB 1159](#)
 - [View the State Fund webinar on SB 1159](#)