

CAL/OSHA COVID-19 OUTBREAK CHEAT SHEET

MULTIPLE CASES / OUTBREAKS - §3205.1	MAJOR OUTBREAKS - §3205.2
<p>Applies to:</p> <ul style="list-style-type: none"> • 3 or more cases in 14 day period (“outbreak”) • Section applies until no new COVID-19 cases are detected in 14 day period 	<p>Applies to:</p> <ul style="list-style-type: none"> • 20 or more cases in a 30 day period (“outbreak”) • Section applies until no new COVID-19 cases are detected in 14 day period
<p>Testing Requirements:</p> <ul style="list-style-type: none"> • Immediate testing only to those employees in exposed workplace¹ during the 14 day period <ul style="list-style-type: none"> ○ Testing at no cost to employees and done during employees’ working hours • Test one week later <ul style="list-style-type: none"> ○ Applies to all employees in the exposed workplace during the 14 day period or any date thereafter ○ Test, at a minimum, once a week until this section no longer applies. ○ Testing applies to all employees in exposed workplace during the original 14 day period or any date thereafter • Special Testing may be ordered by an order from the Division 	<p>Testing Requirements:</p> <ul style="list-style-type: none"> • Testing twice a week to employees in exposed workplace during the 30 day period or any date thereafter <ul style="list-style-type: none"> ○ Testing at no cost to employees and done during employees’ working hours • Test accordingly until this section no longer applies
<p>Excluding Employees:</p> <ul style="list-style-type: none"> • COVID-19 cases² are excluded from workplace until §3205(c)(11) requirements are met • COVID-19 exposure³ employees excluded from workplace for 10 days⁴ after last known COVID-19 exposure 	<p>Excluding Employees:</p> <ul style="list-style-type: none"> • COVID-19 cases are excluded from workplace until §3205(c)(11) requirements are met • COVID-19 exposure employees excluded from workplace for 10 days after last known COVID-19 exposure
<p>Ensure Written COVID-19 Prevention Program in place and complies with the entirety of §3205(c)</p>	<p>Ensure Written COVID-19 Prevention Program in place and complies with the entirety of §3205(c)</p>
<p>Investigations/Actions:</p> <ul style="list-style-type: none"> • First: Employer must investigate and determine possible workplace related factors that contributed to the outbreak • Second: Document investigation of COVID hazards involving employer policies or practices, which must include the following: <ul style="list-style-type: none"> ○ Leave policies: whether employees discouraged from remaining home when sick; testing polities, insufficient outdoor air, insufficient filtration, lack of physical distancing ○ Update written investigation every 30 days that this section applies ○ Implement changes based on findings of investigation⁵ 	<p>Investigations/Actions:</p> <ul style="list-style-type: none"> • First: Verify and investigate all COVID-19 cases in compliance with procedure set forth in §3205(c)(3) • Second: Take action with the following: <ul style="list-style-type: none"> ○ Filter reticulated air with minimum Efficiency Reporting Value 13 or higher efficiency filters, or highest efficiency ventilation with filtration system ○ Evaluate need for respiratory protection program ○ Consider whether to halt operations until COVID outbreak corrected ○ Any other control measures ordered by Division in Order to Take Special Action
<p>Notify Health Department:</p> <ul style="list-style-type: none"> • Notify within 48 hours of outbreak • Information to provide for each COVID-19 case while this section applies: <ul style="list-style-type: none"> ○ Name, contact information, occupation, workplace location, business address, hospitalization or fatality status, North American Industry Classification System code of the COVID-19 case, any other information requested by the local department 	<p>Notify Health Department:</p> <ul style="list-style-type: none"> • Notify within 48 hours of outbreak • Information to provide for each COVID-19 case while this section applies: <ul style="list-style-type: none"> ○ Name, contact information, occupation, workplace location, business address, hospitalization or fatality status, North American Industry Classification System code of the COVID-19 case, any other information requested by the local department

¹ “Exposed workplace” as defined in §3205(b)

² “COVID-19 case” as defined in §3205(b)

³ “COVID-19 exposure” as defined in §3205(b)

⁴ 10 days (decreased from 14 days) per XO 8-84-20

⁵ §3205.1(e)(3) provides the employer should consider making the following changes: moving indoor tasks outdoors or perform work remotely; increase outdoor air supply for indoor work; improve air filtration; increase physical distancing, respirator protection, and other applicable controls.