On November 30, 2020, the Cal/OSHA Standards Board approved emergency temporary standards (ETS) to prevent the spread of COVID-19 in the workplace. California is now one of the few states with a standard to protect workers from COVID-19. The standards are currently in effect through October 2, 2021, and could be extended beyond this date. This fact sheet does not address all of the requirements of the ETS. Visit http://saferatwork.ca.gov for more information.

Am I protected by this standard?
Most California workers and worksites are covered by the standard. Cal/OSHA standards extend to workers regardless of immigration status.

Workers covered at worksites
- Full-time employees
- Part-time employees
- Temporary staff
- Independent contractors

Workers NOT covered
- Workers who are the only ones at the worksite and do not have contact with other people
- People who only work from home

Worksites NOT covered
- Worksites that must already comply with the California/OSHA Aerosol Transmissible Diseases (ATDs) Standard.
- Worksites that typically have workers exposed to ATDs include:
  - Healthcare settings
  - Homeless shelters
  - Correctional facilities

What are employers required to do under this standard?
Employers must have a written COVID-19 Prevention Program (CPP). The CPP is your employer’s plan to reduce or prevent the spread of COVID-19 in the workplace. The plan must:

- Describe how the employer is identifying and evaluating COVID-19 hazards at your worksite. This includes work tasks, personal interactions, and features of the work environment that may lead to COVID-19 exposures. The employer must allow you, your coworkers, and your union representatives to help identify COVID-19 hazards in your work.

- Describe how the employer is correcting COVID-19 hazards at the worksite. These measures should include:
  - **Engineering controls** that support physical distancing. This includes altering the worksite and workflow to increase physical distancing of six feet or more between workers. The employer must install cleanable solid partitions/divisions between workstations that cannot be distanced and increase the amount of outdoor air in indoor settings (opening windows and doors). The employer must also evaluate the possibility of increasing filtration efficiency to the highest level compatible with the existing ventilation system and consider reducing production speed so workers can maintain physical distancing.

  - **Administrative controls** that change how work is performed. Employers must have plans to regularly clean and sanitize the workplace, consider alternate scheduling to reduce the number of people at the worksite at any one time; and prohibit or minimize the sharing of tools and equipment. If items must be shared, the employer must provide time and products for workers to sanitize those items between each use. Employers must allow for remote work (work from home) as much as possible.

  - **Personal protective equipment (PPE)** that protects individual workers. The employer must provide you and your coworkers with face coverings and inform everyone of their proper use. Face coverings must cover your mouth and nose, and employers must require their use by visitors. Your employer might also be required to provide you with additional PPE to limit COVID-19 exposure as face coverings are not respiratory protective equipment.

  - **A communication system with employees, so you and your coworkers** know about COVID-19 hazards and protections and your employer’s COVID-19 prevention plans. This includes COVID-19 training.
What if there are COVID-19 cases in my workplace?

If there is a COVID-19 case at the workplace, employers must notify employees who may have been exposed, their authorized representatives, and any contractors who were present at the same workplace as the COVID-19 case, and offer testing at no cost to those employees. They must also investigate and correct conditions that may have contributed to the risk of COVID-19 exposure.

It is considered an outbreak if 3 or more workers test positive for COVID-19 in a 14-day period. Employers must test all employees who might have been exposed when the outbreak is identified. Testing must then continue at least once a week while the outbreak continues. Workers who were not present in the window of the identified outbreak do not have to be tested. Employers must investigate and correct conditions that may have led to COVID-19 transmission when the outbreak is first identified, then every thirty days while the outbreak continues.

If 20 or more workers test positive for COVID-19 in a 30-day period, employers must test all employees when the outbreak is identified, then at least twice a week while the outbreak continues, and until there are no new COVID-19 cases detected in the workplace for a 14-day period. In addition, employers must investigate workplace COVID-19 illnesses and correct conditions that may have led to COVID-19 transmission when the outbreak is first identified and while the outbreak continues. Employers must upgrade air filtration in buildings or structures with mechanical ventilation, and they must determine the need for a respiratory protection program or changes to an existing respiratory protection program. They must also consider whether to halt some or all operations at the workplace until COVID-19 hazards have been corrected.

Where can I learn more about COVID-19 and how to stop the spread in my community?

Your local public health department has the most up-to-date information about how to protect yourself and others in your community from COVID-19. You can also find general information about COVID-19 on the CDC’s website at: www.cdc.gov/coronavirus/2019-ncov/index.html. You can go to https://covidstraighttalk.org to answer questions about COVID-19 myths.

Where can I find more information about my rights to a safe and healthy workplace?

You can find more information about your rights on the Cal/OSHA Website at https://www.dir.ca.gov/covid/Stay-safe-at-work.html.

If you wish to report a violation of the ETS in your workplace, you may file a complaint with Cal/OSHA online or by telephone to the Cal/OSHA district office closest to your workplace: https://www.dir.ca.gov/dosh/Complaint.htm.

If you have been exposed to COVID-19 and need support getting sick leave from your employer, call 833-LCO-INFOD (833-526-4636).

For additional resources visit the UCLA LOSH page by clicking or scanning the QR Code, or checking out one of these social media sites:

@uclacovid19, @preventcovid19, your local department of public health will also have an Instagram Covid-19 Prevention Network: https://www.facebook.com/PreventCOVID19, UCLA Covid-19: https://www.facebook.com/UCLACOVID19English