

WHAT WORKERS NEED TO KNOW ABOUT THE CAL/OSHA COVID-19 PREVENTION NON-EMERGENCY STANDARDS

Cal/OSHA requires employers to take steps to reduce COVID-19 exposure in the workplace. **The Cal/OSHA COVID-19 Prevention Non-Emergency Standards** were approved in December 2022 and remain in effect until **February 3, 2025**.

What is my employer required to do?



Treat COVID as a workplace health hazard. Your employer must include information about their COVID prevention measures in their written Injury and Illness Prevention Program (IIPP) or as a separate document.

Provide training on COVID prevention measures in the workplace.



Take steps to reduce the risk of COVID transmission in the workplace based on orders and guidance from state & local health officials. Ensure good ventilation of indoor spaces. Consider other measures such as remote work, physical distancing, and reducing the number of people indoors. *Employers must treat COVID as an airborne disease.*



Provide face coverings at no cost when they are required by the state health department. **Provide respirators if workers request them** or if they are exposed to COVID at work.



Exclude COVID cases from the workplace until they are no longer infectious, and provide testing to close contacts. *Your employer must give you information about COVID-related benefits that may be available, but they do not have to provide exclusion pay.*



Investigate COVID illness at the workplace and notify workers if they have been exposed.

What are my rights under the current standards?

You have a right, without retaliation from your employer, to:

See & request copies of your employer's Injury and Illness Prevention Program (IIPP) and/or written COVID procedures.

Wear a mask, face covering, or respirator at work to protect yourself, unless it would create a safety hazard.

Request a NIOSH-certified respirator from your employer at no cost for voluntary use if you work indoors or with others in a vehicle.

File a complaint about workplace safety & health hazards such as COVID either as an individual or through your union.

Note: These standards apply to most workers in non-healthcare settings.

They do not apply to workplaces covered by the Aerosol Transmissible Disease Standard (ATD).

Cal/OSHA standards apply to California workers regardless of immigration status.

UCLA

**Labor Occupational
Safety & Health Program**

For more information about your
COVID-related rights, contact:

**CBO
LOGO**