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.

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

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