

COVID-19 Workplace Checklist for Cal/OSHA Requirements

On Tuesday, June 15, 2021, capacity restrictions and other industry requirements under the color coded risk tiers were lifted. Some limited exceptions are still in place for [Mega Events](#).

COVID-19 in the Community

COVID-19 is still causing illness and hospitalizations in Sacramento County. Variants of COVID-19 continue to pose a significant risk.

Vaccinations, sanitation measures and face coverings have helped reduced the spread of COVID-19, but businesses and customers need to remain vigilant.

This guidance applies to places of worship and providers of religious services and cultural ceremonies.

Restrictions that ended on June 15, 2021 (except for Mega Events) include:

- Physical distancing
- Capacity limits on businesses
- County tier system

Face Coverings (effective February 16, 2022)

Masks are **required for all individuals (vaccinated and unvaccinated)** in the following indoor settings:

- [Public transportation](#)
- Indoors in [K-12 schools](#) and [childcare](#)
- [Emergency shelters](#) and [cooling/heating centers](#)
- [Healthcare settings](#)
- State and local [correctional facilities and detention centers](#)
- [Homeless shelters](#)
- [Long Term Care Settings and Adult and Senior Care Facilities](#)

Masks are **required for unvaccinated individuals** in indoor public settings and businesses (examples: retail, restaurants, theaters, family entertainment centers, meetings, state and local government offices serving the public)

Fully vaccinated individuals are recommended to continue indoor masking when the risk may be high.

Surgical masks or higher-level respirators (e.g., N95s, KN95s, KF94s) with good fit are highly recommended. Refer to CDPH [Get the Most out of Masking](#) and see [CDPH Masking Guidance Frequently Asked Questions](#) for information about types of masks, the most effective masks, and ensuring a well-fitted mask.

Refer to [CDPH Guidance for the Use of Face Masks](#) for more information.

No person can be prevented from wearing a mask as a condition of participation in an activity or entry into a business.

Prevention Measures

To continue reducing the spread of COVID-19 within the community, the following prevention measures are still encouraged.

- Provide outdoor options where applicable
- Encourage social distancing where lines and gatherings might occur
- Consider keeping tables spaced at least 6 feet apart
- Provide hand sanitizer for public and employee use

The following prevention measures are recommended everywhere and are required in food facilities (will be checked during inspections).

- Use an approved sanitizer to wipe down surfaces throughout your facility on a routine basis.
- Be sure that all handwashing sinks are always stocked with liquid soap and paper towels.
- Encourage employees who are sick or exhibiting symptoms of COVID-19 to stay home. *Also note, Cal Code section 113949 states that employees with symptoms of gastrointestinal illness (such as vomiting and/or diarrhea) may not engage in any food handling activities.*

Cal/OSHA COVID-19 Prevention Emergency Temporary Standards (ETS)

The COVID-19 Prevention Emergency Temporary Standards are still in effect. The workplace standards were updated in December 2021 to include minor revisions to be more consistent with CDPH and federal OSHA. In addition to these requirements, employers must follow public health orders on COVID-19. More information on the COVID-19 Prevention Emergency Temporary Standards is available in [Cal/OSHA's Fact Sheet](#).

In December of 2020, the Governor issued [Executive Order N-84-20](#), which states that the recommended **isolation and quarantine** periods in the ETS (also called “exclusion periods” in the ETS) will be **overridden** by any applicable isolation or quarantine recommendation by the CDPH.

Checklist for Workplace and Workers

The following checklist is a summary of requirements for the workplace and is not inclusive. For more information, visit Cal/OSHA’s website at <https://www.dir.ca.gov/dosh/coronavirus/>

Workplace Employer Checklist

- ☐ Implement an effective written COVID-19 Prevention Program.
- ☐ Provide effective training and instruction to employees on the employer’s prevention plan and their rights under the ETS.
- ☐ Provide notification to employees of exposure and close contacts.
- ☐ Employers must offer testing at no cost to employees during paid time to:
 - Symptomatic unvaccinated employees, regardless of whether there is a known exposure.
 - All employees regardless of vaccination status, who have had close contact with a COVID-19 case, except for recently recovered employees.
 - All employees except for recently recovered employees, regardless of vaccination status, in an outbreak or a major outbreak.

- Return to Work: Isolation and Quarantine
 - [CDPH's Isolation and Quarantine Guidance](#)
 - [Cal OSHA: What Employers and Workers Need to Know About COVID-19 Isolation and Quarantine](#)
 - Employer or telehealth professional must observe the use of a COVID-19 test at home with self-read results. Refer to title 8 section [3205](#) (b)(6)(C).
 - Quarantine and exclusion pay requirements.
- Requirements for responding to COVID-19 cases and outbreaks.
 - Provide notification to public health departments of outbreaks.
 - During an outbreak (three or more employees in an exposed group), employers are required to evaluate whether physical distancing or barriers are necessary to control the transmission of COVID-19.
 - Physical distancing must be used in a major outbreak (20 or more employees in an exposed group) for all employees, regardless of vaccination status except when an employer demonstrates that maintaining six feet of distance is not feasible. When it is not feasible to maintain six feet of distance, persons must be as far apart as feasible.
 - As described above, physical distancing is sometimes required, for a limited period, if fully vaccinated employees cannot be tested after a close contact.
- Employers are under an ongoing requirement to assess workplace hazards and implement controls to prevent transmission of disease.
- Nothing in the revised ETS prevents employers from implementing additional protective measures than are required, including the use of physical distancing and barriers.
- Evaluate ventilation systems to maximize outdoor air and increase filtrations efficiency, and evaluate the use of additional air cleaning systems
- **Effective February 16, 2022**, employers may allow fully vaccinated employees to work indoors or in vehicles without a face covering, but vaccination status must be documented.
 - Documentation must be confidential
 - Refer to [ETS](#) for accepted forms of documentation.
- Unvaccinated employees shall wear a face covering when indoors and in vehicles. Exceptions are:
 - When an employee is alone in a room or vehicle
 - While eating or drinking at the workplace, provided employees are at least six feet apart and outside air supply to the area, if indoors, has been maximized to the extent feasible
 - Employees wearing respirators required by the employer and used in compliance with section 5144
 - Employees who cannot wear face covering due to a medical or mental health condition or disability, or who are hearing-impaired or communicating with a hearing-impaired person
 - Specific tasks that cannot be feasibly performed with a face covering

- Face covering means a surgical mask, a medical procedure mask, a respirator worn voluntarily, or a tightly woven fabric or non-woven material of at least two layers (i.e., fabrics that do not let light pass through when held up to a light source) that completely covers the nose and mouth and is secured to the head with ties, ear loops, or elastic bands that go behind the head. If gaiters are worn, they shall have two layers of fabric or be folded to make two layers. A face covering is a solid piece of material without slits, visible holes, or punctures, and must fit snugly over the nose, mouth, and chin with no large gaps on the outside of the face. A face covering does not include a scarf, ski mask, balaclava, bandana, turtleneck, collar, or single layer of fabric.

Employees should

- Be aware of the requirements to [offer testing](#) after potential exposures.
- Be aware of requirements for responding to COVID-19 cases and outbreaks.
- Be aware of quarantine and exclusion pay requirements.
- Be aware of basic prevention requirements for employer-provided housing and transportation, where applicable.

This guidance document is an overview. For the full requirements, see title 8 sections [3205](#), [3205.1](#), [3205.2](#), [3205.3](#), [3205.4](#)

Resources

- [Sacramento County COVID-19 Information](#)
- [California Department of Public Health \(CDPH\) Beyond the Blueprint for Industry and Business Sectors](#)
- [California Department of Public Health \(CDPH\) Guidance for the Use of Face Coverings](#)
- [Cal/OSHA: Requirements to Protect Workers from Coronavirus](#)
- For business assistance information, contact the [Sacramento Business Environmental Resource Center \(BERC\)](#).
- [Sacramento County Environmental Management Department](#)
- [Cal/OSHA's Updates to ETS 12/16/21](#)

Questions

Sacramento County COVID-19 Hotline: (916) 875-2400

Cal/OSHA Consultation: (833) 579-0927

Summary of Revisions

6/15/2021: Initial version

7/29/2021: Updated information regarding required indoor use of face coverings, regardless of vaccination status. Added PHO to Resources section.

12/16/21: Added requirement for universal masking indoors statewide December 15, 2021 through January 15, 2022.

12/21/31: Revised ETS were adopted on December 16, 2021. The standards become effective January 14, 2022. More information regarding forthcoming revisions available on the [Cal/OSHA website](#).

1/18/2022: Updated ETS effective 1/14/2022.

2/16/2022: CDPH Guidance for the Use of Face Coverings updated for universal masking only in specified settings and only unvaccinated persons are required to mask in in all indoor public settings. Fully vaccinated are recommended to continue indoor masking when the risk is high. Removed link for Sacramento County Public Health Orders, they have been rescinded.

PHO: none