



EFFECTIVE IMMEDIATELY: NEW CAL/OSHA COVID-19 EMERGENCY STANDARDS

On November 30, 2020, the California Department of Industrial Relations' (DIR) Occupational Safety and Health Standards Board adopted a Cal/OSHA emergency temporary standard regarding COVID-19. The emergency temporary standard went into effect immediately and affects most California companies. It brings with it new documentation, COVID-19 testing, reporting, and other obligations.

WHO IS COVERED?

The new standards apply to all California employers, employees, and places of employment except:

- Employees in healthcare and laboratory settings covered by the existing aerosol transmissible diseases standard
- Workplaces with only one employee who does not have contact with other people
- Employees who are working from home

WHAT IS REQUIRED?

California employers must develop a written COVID-19 Prevention Program or ensure its elements are included in an existing Injury and Illness Prevention Program, and implement the following in accordance with their written program:

- Identify, evaluate, and correct COVID-19 hazards
- Physical distancing of at least six feet unless it is not possible
- Provide and ensure the use of face coverings

- Procedures to investigate and respond to COVID-19 cases in the workplace
- Provide testing to employees who are exposed to a major outbreak in the workplace
- Exclusion of COVID-19 cases and exposed employees from the workplace with pay until they are no longer an infection risk
- Maintain records of COVID-19 cases and report to Cal/OSHA and the local health departments, as required

Also included are training requirements on how COVID-19 is spread, infection prevention techniques, and information regarding COVID-19-related benefits that affected employees may be entitled to under federal, state, or local laws.

WHAT SHOULD YOU DO?

The new standards add complexity and confusion to an already difficult regulatory landscape. Contact Finch, Thornton & Baird, LLP for guidance. ■

For more information, call Chad T. Wishchuk or Marlene C. Nowlin at (858) 737-3100.

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IMPORTANT LINKS

[Cal/OSHA's COVID-19 Emergency Temporary Standards Frequently Asked Questions](#)

[Cal/OSHA's COVID-19 Emergency Temporary Standards — What Employers Need to Know](#)

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