

CAL/OSHA Emergency Temp Standards

COVID-19 Guidance For California Manufacturers



December 6, 2020

Disclaimer



- Some of the information contained in this document may not be applicable to many businesses. We recommend that before implementing any of these practices, you consult with your counsel on the legality, applicability, and efficacy of this information in your company. This is a “living” document that may be updated at any time by CMTC as the Covid-19 situation rapidly changes.
- CMTC bears no responsibility for any circumstances arising out of or related to the adoption, or decision not to adopt, any of the practices or procedures contained in this presentation.
- This Guidance For California Manufacturers provides summary-level recommendations appropriate for manufacturing facilities. Because there may be circumstances unique to a location, there may be some cases in which a facility must adjust these recommendations to address that facility’s specific requirements. Such exceptions must be defined by each company and authorized by their management. This document is a high-level summary of the full document, released by Cal/OSHA.
- Facilities must always comply with all applicable laws, and if there is a conflict between this guidance document and the applicable law, the facility must follow the law.

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- 12/1/20 Employers shall immediately implement these Safety Orders:

1. Develop a system for communicating. Ask employees to report Covid-19 symptoms, exposures, and hazards without fear of reprisal. Describe policies for accommodating higher risk employees. Provide info. to access Covid-19 testing.
2. Identify and evaluate Covid-19 hazards. Implement a process for screening employees for symptoms. Respond to Covid-19 cases to prevent spread. Identify all areas, activities, and processes of possible Covid-19 hazards. Treat all persons, regardless of symptoms or negative test results, as potentially infectious. For indoor locations, evaluate how to maximize the quantity of outdoor air. Conduct periodic inspections to identify unhealthy conditions and work practices and ensure compliance with employers' Covid-19 policies.
3. Investigate and respond to Covid-19 cases. Determine the day and time the Covid-19 case was last present, the date of the positive Covid-19 test, and the date the case first had symptoms. Determine who may have had a Covid-19 exposure. Give notice of the potential Covid-19 exposure, confidentially, within 1 business day. Offer Covid-19 testing at no cost to employees. Investigate if workplace conditions contributed to exposure and what could reduce exposure.



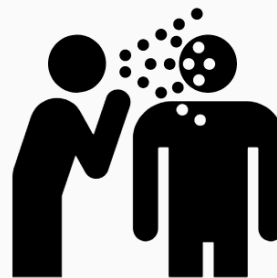
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4. Correct the Covid-19 hazards. Implement policies / procedures for correcting unsafe or unhealthy conditions and work practices in a timely manner based on severity of the hazard.
5. Provide training and instruction. Policies and procedures to protect employees from Covid-19 hazards. Explain the Covid-19-related benefits to which the employee may be entitled. Transmission methods of Covid-19 and other specific facts to be covered in the training.
6. Physical distancing requirements are specified.
7. Face Covering requirements are specified.
8. Engineering controls, administrative controls, and personal protective equipment.
9. Reporting, recordkeeping, and access. Reporting of Covid-19 cases to the local Health Department. Report immediately. Retain records. Confidentiality requirements.
10. Exclusion of Covid-19 cases from the workplace. Continue an employee's earnings, seniority, and all other employee rights and benefits such as job status.



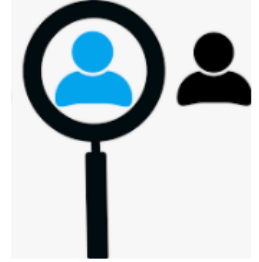
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11. Follow the return to work criteria for returning excluded employees to work.
12. Multiple Covid-19 Infections and Outbreaks. Applies if 3+ Covid-19 cases within 14-days. Employer to provide no-cost Covid-19 testing to all employees at the exposed workplace except for employees not present during the relevant 14-day period, during work hours.
13. All employees in the exposed workplace shall be tested and then tested again 1 week later. After the first 2 Covid-19 tests, employers must provide continuous testing of employees who remain at the workplace at least once per week.
14. Exclusion of Covid-19 cases. Employers shall ensure Covid-19 cases and employees who had Covid-19 exposure are excluded from the workplace.
15. Investigation of workplace Covid-19 illness. The employer must immediately investigate and determine workplace related factors that contributed to the Covid-19 outbreak.



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- Investigation, review and hazard correction. Employer must immediately perform a review of relevant Covid-19 policies, procedures, and controls and implement changes to prevent further spread. The investigation and review shall be documented. Investigation of hazards shall include the employer's leave policies and practices and whether employees are discouraged from remaining home when sick; the employer's Covid-19 testing policies, sufficient air flow and lack of physical distancing.
- Implement changes to reduce transmission of Covid-19 based on investigation. The employer shall consider moving indoor tasks outdoors or having them performed remotely, increasing outdoor air supply when work is done indoors, improving air filtration, increasing physical distancing, respiratory protection, and other controls.
- Notifications to local health department. Employer must contact local health department within 48 hours after learning of, or should have known, of 3 or more Covid-19 cases for guidance on preventing the further spread of the disease. Effective 1/1/21, the employer shall provide all required information to the local health department for each case.



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19. Major Covid-19 Outbreaks. Additional requirements for companies when there are 20 or more Covid-19 cases in an exposed workplace within a 30-day period.
20. Prevention in Employer-Provided Housing. Special additional requirements.
21. Prevention in Employer-Provided Transportation. Employers shall prioritized in the followed way when given shared transportation assignments:
 - (a) Employees residing in the same housing unit shall be transported in the same vehicle.
 - (b) Employees working in the same crew shall be transported in the same vehicle.
 - (c) Employees who do not share the same household, work crew or worksite shall be transported in the same vehicle only as a last resort.

