UC Agriculture and Natural Resources
Location COVID-19 Prevention Plan (CPP)

This plan is based on the Cal/OSHA Emergency Temporary Standards (Title 8, Sections 3205-3205.4), adopted on 6/17/2021.

Location information							
Location name:	UC ANR 2nd Street Office						
Facility Address:	2801 2nd Street, Davis, CA 95618						
Building type(s) (check all that apply):			Office	X	Lab		Shop
Field Research		Other: Describe	Conference/meeting space				
Owner/operator (UC-owned/County facility/Leased/etc.):					UC owned		
Open to public?	Yes	x	No				
Number of employees in office (insert #s below):							
Pre-COVID-19 operations:	150		COVID-19 Current Proposed:		150		
Approximate total gross square footage of space:			50,000				
Plan Prepared By:							
Name:	Brian Oatman			Date:	6/22/2021		
e-mail:	baoatman@ucanr.edu			Phone:	530-304-2054		
Approvals:							
Director/ Supervisor:	Brian Oatman			Date:	6/22/2021		
ANR Emergency Response Team Approver:	*Brian Oatman, Director Risk & Safety*			Date:	6/23/2021		

Plan Revision History			
Revised by	Brian Oatman	Date:	8/5/2021
Revised by	Brian Oatman	Date:	10/01/2021
Revised by	Brian Oatman	Date:	11/1/2021
Revised by	Brian Oatman	Date:	12/1/2021
Revised by	Brian Oatman	Date:	1/4/2022
Revised by	Brian Oatman - Cal/OSHA ETS Revision summary	Date:	2/1/2022
Revised by	Brian Oatman	Date:	3/7/2022
Revised by	Brian Oatman - amendment 1 for Cal/OSHA ETS	Date:	6/1/2022
Revised by	Brian Oatman	Date:	11/04/2022
Revised by		Date:	

The UC ANR Location COVID-19 Prevention Plan (CPP) is amended, effective June 1, 2022. These changes are made to update the CPP in compliance with the Cal/OSHA ETS for COVID-19 Prevention, Title 8, Sections 3205-3205.4

Section: SYMPTOM/EXPOSURE MONITORING AND DOCUMENTATION, #2
- Replace Clearance to Work Survey with new COVID Screening Report
- Employees will report symptoms, exposures, and testing using the COVID-19 Screening Report survey and will follow the guidance of the survey, which may include staying away from the office, quarantining, wearing a mask, getting tested, etc.
- Included links to Quarantine, Isolation, and Return to Work Guidelines.
- Volunteers and Visitors will be advised to not to come to the office or events if they have symptoms. Reminders should be posted and communicated.

Replace checklist items as follows:

SYMPTOM/EXPOSURE MONITORING AND DOCUMENTATION			
Yes		2.	Are you able to promote symptom assessment for all employees, volunteers, or visitors who are entering the location? This includes the following measures:
	X		Each UC ANR employee who is working in-person must monitor themselves for symptoms and not come to work onsite (at an office, field sites, schools, etc.) if they have symptoms that are not from a known or chronic condition.
	X		If an employee has close contact (within 6 feet for 15 minutes or more) with someone who has COVID-19, they will review the UC ANR Quarantine, Isolation, and Return to Work Guidelines and follow the recommendations for their situation.
	X		UC ANR employees will use the UC ANR COVID-19 Screening Report survey to report symptoms, close contacts/exposures, and/or test results, and follow the survey guidance (i.e. Cleared to Work or Stay Home".
	X		Employees who have symptoms or need to quarantine due to exposure to persons who have COVID-19 will be excluded from the workplace.
	X		If there are County-paid employees at this location, they are reminded to self-monitor for symptoms/exposures daily, or follow the County's procedure for symptom monitoring/screening.
	X		Volunteers or visitors who come to the office or to in-person meetings and activities must be advised to assess themselves for symptoms of COVID-19 and not come in to the office or in-person activity if they have symptoms of COVID-19.
	X		Reminders about COVID-19 symptoms and the need to stay home when experiencing symptoms or illness shall be posted at the office and included in communication with volunteers or announcements for meetings/workshops.
	X		Does your County office require additional assessment/screening of UC ANR employees or visitors? **If yes, enter the method here:**

Section RESPONSE TO COVID-19 CASES, #2
- Add links to ANR Testing Resources Guide and Self-Testing Guidance
- Update testing guidance to include self-testing per new Cal/OSHA ETS.

Replace checklist item as follows:

RESPONSE TO COVID-19 CASES	
Yes	2. Do you know how to refer employees to local COVID-19 testing resources, if required? UC ANR has additional testing guidance, including tips for at-home or self-testing.

Section FACE COVERINGS / MASKS, #2

- Modify item #2, regarding mask requirements. No longer required that persons who are not fully vaccinated must wear a mask in the facility.

Replace checklist item as follows:

	FACE COVERINGS / MASKS
Yes	2. Have you posted signs or other notification to visitors about mask requirements or recommendations at the facility? In general, masks are not required at all locations, but may be recommended or required based on based on community transmission rates, health orders, or facility rules. Note: signs are available on the UC ANR COVID-19 website.

Section CLEANING, DISINFECTION AND HYGIENE, #1

- Special cleaning/disinfection is no longer required by Cal/OSHA. CDC recommends normal daily cleaning.

Replace checklist items as follows:

	CLEANING, DISINFECTION AND HYGIENE
Yes	1. Do you have the materials needed (cleansers, sanitizer, etc.) to conduct routine cleaning of the facility and clean high-tough areas at least once per day? *See CDC cleaning procedures*
Yes	2. Are disposable gloves available for any employees performing cleaning tasks?

Section TRAVEL, #1 - 3

- Remove statement to postpone non-essential travel.
- Delete requirements to avoid sharing vehicle, require disinfection, physical distance, etc.
- Include link to updated vehicle safety protocol

Replace checklist items as follows:

	TRAVEL
Yes	1. Have you instructed employees to follow UC and UC ANR travel guidance, and to be aware of conditions and travel restrictions at their destination?
Yes	2. Have employees been informed that they must follow *UC ANR Vehicle Safety Protocols* while driving for work with other employees? This includes measures for symptom screening, use of masks, and ventilation.

Section PROGRAMMING OUTSIDE OF AN OFFICE, #3

- Replace mask requirement for non-vaccinated with statement to follow local or facility requirements and follow Mask Protocol.

Replace checklist items as follows:

	PROGRAMMING OUTSIDE OF AN OFFICE
Yes	3. Have all materials/announcements for programs, activities, events, etc. been amended to clearly state that UC ANR COVID-19 Safety Standards will be maintained? This includes notice that that persons should stay home when they have symptoms or have been in close contact to someone who has COVID-19; to follow local or facility mask requirements (see *UC ANR Mask Protocol*), and cleaning/hygienic practices must be maintained.

COVID-19 PREVENTION PLAN (CPP) - CAL/OSHA EMERGENCY TEMPORARY STANDARD (TITLE 8, 3205)

This COVID-19 Prevention Plan (CPP) presents the safety measures and protocols that are used by this UC ANR location to prevent transmission of COVID-19 in this workplace and associated field sites or off-site work, research, and programming locations. This plan template has been developed based on Public Health Orders, Cal/OSHA standards, and UC policies or directives. Development and implementation of the site-specific CPP is the responsibility of the Director or Supervisor for each ANR unit or location. It is suggested that a location's Safety Coordinator may help with planning and take an active role in preparing for the return to in-person operations and implementing this CPP.

Answer Yes or No to each of the following questions and use check boxes to confirm additional details of your location's plan. For any questions where the answer is "no", please provide additional information or alternative mitigation details in the open box at the end of each section.

Yes/No	COVID-19 Preventive Measures
**SYMPTOM/EXPOSURE MONITORING AND DOCUMENTATION**
Yes	1. Have all employees, volunteers and participants who are working onsite, in the field, or conducting in-person activities been told they may not to come to work or engage in in-person UC ANR-sponsored activities if they have symptoms of, have been exposed to, or diagnosed with COVID-19 until symptoms have resolved or negative test results are provided? *Symptoms: fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, diarrhea. People who meet any of these conditions must be excluded from come to work or engaging in in-person UC ANR-sponsored activities.*
Yes	2. Are you able to conduct a daily symptom assessment for all employees, volunteers, or visitors who are entering the location? This includes the following measures:

Within question 2, the following sub-items are listed:

X	Each UC ANR employee who is working in-person (onsite or at field sites) will use the UC ANR Employee Clearance to Work Survey (online or paper).
X	UC ANR Directors or their designee will submit an In-Person Employee Roster to Brian Oatman, listing the employees who are working onsite and need to receive the online daily Clearance to Work Survey.
X	UC ANR employees must complete the Survey daily before beginning in-person work. **SEE AMENDMENT 1**
X	Employees who have symptoms or exposures to persons who have COVID-19 will be excluded from the workplace.
X	Volunteers whom you expect to come into the office for extended periods of time have been informed that they must complete a screening survey upon arrival and that they may not stay in the office without clearance.
X	Designate someone in the office to distribute paper/offline Employee Clearance to Work Surveys (if needed) and record clearance status for each employee or volunteer using this method.
X	If there are County-paid employees at this location, they are screened for symptoms/exposures daily. *Indicate screening method:* **ANR Survey** or **County screening**
X	Does your County office require additional assessment/screening of UC ANR employees? **If yes, enter the method here:**
X	Visitors are screened using the UC ANR Visitor Clearance Survey or equivalent County screening.

Yes/No	COVID-19 Preventive Measures
Yes	3. Do you have a daily sign-in log for employees, volunteers and all visitors (name and contact information)? For example, this Sample Daily Attendance and Visitor Log. <table><tr><td>X</td><td>Employees have been informed that they must sign in and out daily.</td></tr><tr><td>X</td><td>__Receptionist / Front Desk___ has been assigned to ensure that visitors and volunteers sign in and out.</td></tr></table>
Yes	4. Has each employee who is working onsite or engaged in offsite in-person programming been instructed that they should be mindful of their close contacts (within six feet for 15 minutes or more) while at work, in case information is needed for contact tracing? Employees may use the optional Daily Close Contact Log to record close contacts.
n/a	If you have answered, "no" to any of the above questions, please describe what procedures are in place to address the item. Also, please describe any additional local county or site-specific procedures:

	RESPONSE TO COVID-19 CASES
Yes	1. Do you know UC ANR's established reporting and response protocol for suspected or confirmed COVID-19 diagnoses or exposures. *In the event of a positive COVID-19 case in the workplace, UC ANR Risk & Safety will provide additional direction and communication.*
Yes	2. Do you know how to refer an employee to local COVID-19 testing resources, if required?
Yes	3. Are you aware of UC ANR's Quarantine, Isolation and Return to Work Protocols?
Yes	4. Will you cooperate and assist with contact tracing personnel, as necessary?
Yes	5. Are you prepared to reinstate work-at-home status for some or all employees at this location if recommended by public health officials or UC ANR?
Yes	6. Are you aware of additional protocols for Multiple COVID-19 Infections and Outbreaks that must be implemented when there are three or more COVID-19 cases at a location within a 14-day period? *Note: UC ANR Risk & Safety or Human Resources will notify you if Outbreak protocols are triggered.*
n/a	If you have answered, "no" to any of the above questions, please describe what procedures are in place to address the item. Also, please describe any additional local county or site-specific procedures:

SEE AMENDMENT 1

	FACILITY ASSESSMENT AND ENGINEERING CONTROLS
Yes	1. Have you assessed the workplace for activities, areas, interactions, or materials that could potentially expose employees to COVID-19 hazards?
Yes	2. Has the air handling system been evaluated and/or modified to improve ventilation or filtration, if possible? This may include any of the following measures: <table><tr><td></td><td>Improving Natural Ventilation and Proper Use of Fans</td></tr><tr><td>X</td><td>Improving Mechanical Ventilation by increasing filtration, maximizing the amount of outside air, and reducing recirculated air in workspaces</td></tr><tr><td>X</td><td>Determining Mechanical System Function</td></tr><tr><td></td><td>Use of Portable Air Cleaners ("HEPA Air Filters")</td></tr></table> *Review UCANR COVID-19 Ventilation Protocols*

Yes/No	COVID-19 Preventive Measures
Yes	**List HVAC modifications or measures taken to evaluate building ventilation:** *Increased filtration in HVAC units that will accommodate MERV-13 filters. Increased fresh air intake. Set system to startup and filter air prior to occupancy each workday.*
n/a	If you have answered, "no" to any of the above questions, please describe procedures in place to address the item. Please describe any additional local COVID-19 hazards or site-specific ventilation procedures:

	FACE COVERINGS / MASKS
Yes	1. Have you informed all employees and volunteers that they must follow the *UC ANR Mask Protocol* while working? Since mask requirements and details are frequently changing, employees or volunteers should refer to the link above for current information. ***Note: As of July 30, 2021, mask requirements for all persons while indoors are based on CDC and CDPH guidance and current community transmission rates.*** ***Indoor mask requirements at this site will be based on community transmission rates per CDC COVID Data Tracker https://covid.cdc.gov/covid-data-tracker/#county-view and local public health orders for Yolo County, where this office is located.*** ***Revised mask requirements have been communicated to all staff and academics, who will be informed of future changes.***
Yes	2. Have you posted signs or other notification to visitors that persons who are not fully vaccinated must wear a mask **SEE AMENDMENT 1**
Yes	3. Do you have a supply of masks/face coverings to provide employees or visitors on request?
Yes	4. Do you have a supply of N95 respirators to make available for employees to wear voluntarily while working onsite or in the field?
Yes	5. Will you require that employees who voluntarily use N95 respirators must complete the following training and documentation? • Online UC ANR Voluntary N95 Respirator Training. • Notify ANR Risk & Safety via the Voluntary N95 Respirator Registration survey. • Notify the local safety coordinator or superintendent of their N95 use (specify the model of N95 respirator and instances where the respirator will be used). • Receive a copy of the Cal/OSHA-mandated voluntary use document (8CCR5144 App D (voluntary N95 use) - "Information for Employees Using Respirators When Not Required Under the Standard").
	If you have answered, "no" to any of the above questions, please describe procedures in place to address the item. Please describe any additional local county or site-specific mask requirements:

	CLEANING, DISINFECTION AND HYGIENE
Yes	1. Do you have the materials needed (sanitizer, single-use gloves, etc.) to clean individual offices, work spaces, **SEE AMENDMENT 1** common areas, meeting rooms, restrooms, etc. at least once per day? *See CDC cleaning procedures*

Yes/No	COVID-19 Preventive Measures
Yes	2. Are disposable gloves available for any employees performing tasks such as cleaning or handling frequently-touched materials?
Yes	3. Do you have staff assigned to perform daily cleaning and disinfecting?
Yes	4. Have you set up a method/protocol and communicated to staff and volunteers the need for disinfecting any shared work spaces and equipment between users?
Yes	5. Do you have staff assigned and equipped to clean and disinfect the facility when a positive COVID-19 case has been in the workplace? See *CDC Clean and Disinfect Your Facility When Someone is Sick*.
Yes	6. Is soap and hot water available to all employees for handwashing? **List locations:** *all restrooms*
Yes	7. Is hand sanitizer available to all employees and visitors? **List locations:** *at entrance, breakroom, meeting rooms, copiers, and other locations around building*
n/a	If you have answered, "no" to any of the above questions, please describe procedures in place to address the item. Please describe any additional local county or site-specific cleaning/disinfecting procedures:

	TRAVEL
Yes	1. Have you instructed employees to follow UC and UC ANR travel guidance, which may require postponing non-essential out of state travel and other travel restrictions?
Yes	2. Have you instructed employees who do travel to follow CDC guidance for domestic travel when traveling for work? **SEE AMENDMENT 1**
Yes	3. Have employees been informed that as much as possible, they should avoid sharing a vehicle for any essential local travel and if that is not possible, that they must follow *UC ANR Vehicle Safety Protocols* while driving for work with other employees? This includes measures for symptom screening, cleaning and disinfection of surfaces, physical distance, use of masks and ventilation.
n/a	If you have answered, "no" to any of the above questions, please describe procedures in place to address the item. Please describe any additional local county or site-specific travel procedures:

	EMPLOYEE COMMUNICATION AND TRAINING
Yes	1. Have you provided (via e-mail or printed copy) the *UC ANR Reopening Guidelines* to all employees who are working onsite or in-person? Will you also provide any future updates/addendums to employees.
Yes	2. Have employees been informed that they can report concerns or possible COVID-19 hazards without fear of reprisal? Employees should be encouraged to report to their supervisor or location/unit Director, or may also report to UC ANR Risk & Safety.

Yes/No	COVID-19 Preventive Measures

Yes	3. Have all employees who are working onsite or in the field completed training and been provided the following information?
	
	UC Online COVID-19 Prevention Training
	Instructions for training:
	  ▪ *Go to: https://training.ucr.edu/courses/resources/covid-19*
	  ▪ *click on "Training Materials"*
	  ▪ *enter name, email, and under "University or Institution" enter UC ANR*
	  ▪ *Go through the training and complete the test. On the test, select "Agriculture & Natural Resources" for your campus or location, so the record is reported to UC ANR.*
	
	Additionally, employees should be provided the following information:
	  ● *UC ANR COVID-19 Awareness and UC ANR COVID-19 Safety Standards Summary*
	  ● *Any location-specific measures to protect employees, including this Location COVID-19 Prevention Plan*
	  ● *How employees should communicate safety standards to all program volunteers & participants*

	PROGRAMMING OUTSIDE OF AN OFFICE

Yes	1. What specific programs or activities have been authorized to resume in-person activity? (e.g., 4-H, Master Gardener, Master Food Preserver, etc.)
	
	Please list programs or activities and outline or attach additional detailed safety procedures that will be used:
	
	    These and other programs conducting research or programming in the field will follow the program-specific guidance or develop protocols for their programs.
	  1. Field Research/Workshops
	     Field Day Safety Protocol: https://ucanr.edu/sites/safety/files/352094.pdf
	  2. 4-H
	     http://4h.ucanr.edu/Resources/StaffResources/In-Person_Guidelines/
	  3. Master Gardener
	     http://mg.ucanr.edu/COVID-19Safety/
	  4. Master Food Preservers
	     (see specific program guidance or location guidance)
	  5. Nutrition Education
	     https://ucanr.edu/sites/safety/files/334940.pdf

	2. Have you notified all program participants and volunteers of the UC ANR COVID-19 safety standards or guidelines applicable to their program?
	3. Have all materials/announcements for programs, activities, events, etc. been amended to clearly state that UC ANR COVID-19 Safety Standards will be maintained? This includes notice that that persons should stay home when they have symptoms or have been in close contact to someone who has COVID, that UC ANR employees, volunteers and participants who are not vaccinated are required to wear face masks when gathering indoors (see *UC ANR Mask Protocol*), and cleaning/hygienic practices must be maintained. **SEE AMENDMENT 1**
	If you have answered, "no" to any of the above questions, please describe procedures in place or timelines to address the item.

INSTRUCTIONS FOR COVID-19 PREVENTION PLAN SUBMISSION/REVISION

Please email the following to Brian Oatman, UC ANR Risk & Safety Services <u>before</u> engaging in any in-person activity that has not already been approved:

1. This Location COVID-19 Prevention Plan
2. Roster of the employees who will be working in-person (at the office, field sites, or program locations) at this time, and need to receive the online daily Clearance to Work Survey. *Please use the format provided here: https://ucanr.edu/sites/safety/files/326435.xlsx*

The UC ANR Emergency Response Team (ERT) will review this plan and, if approved, will return a signed copy for you to share with employees. The approved plan should be considered a supplement to your location's Injury and Illness Prevention Program (IIPP).

Once approved, this CPP must be **reviewed monthly** by the location's Director (or designee), including an inspection of the workplace to assess COVID-19 hazards and ensure the plan is being implemented. This CPP shall be revised as necessary when conditions or operations change. The monthly review should be documented on the CPP and reported using the survey at http://ucanr.edu/covidplansurvey. Revised plans may be submitted by uploading them to the survey.

If you have a need for COVID-19 prevention supplies (such as masks, hand sanitizer, etc.), please contact the ANR COVID-19 supply team via the Ask EH&S survey.

Due to changes in guidance by the CA Department of Public Health and updates to the Cal/OSHA COVID-19 Prevention Standard, UC ANR has made some revisions to several safety protocols, as follows:

Mask Protocol – revised to align with updated guidance from CDPH and Cal/OSHA standard. Changes include:
- Revised information about the types of masks that are acceptable in the workplace and links to further CDPH mask guidance.
- Revised to comply with updated Cal/OSHA standard. Masks must be worn indoors while working at a cubicle in an open area or in a shared office. When working indoors, **masks may only be removed when an employee is alone in a room**, or when eating, as long as distance is maintained from other people.
- See Mask Protocol: https://ucanr.edu/sites/safety/files/349125.pdf

Isolation/Quarantine and Return to Work Protocol – revised to align with updated guidance from CDPH and Cal/OSHA standard. Changes include:
- Clarified isolation/quarantine timelines and requirements/conditions required to reduce times.
- Revised to adjust Cal/OSHA ETS timelines which were superseded by CDPH guidance.
- See Protocol: https://ucanr.edu/sites/safety/files/331768.pdf and Chart: https://ucanr.edu/sites/safety/files/361955.pdf

Testing – The Cal/OSHA ETS revision modifies the definition of a test as follows:
- References FDA approval or authorization.
- Requires that self-administered (at-home) tests that are used for compliance with the Cal/OSHA standard must be observed by the employer or a telehealth proctor.
- UC ANR does not currently have a method to conduct such observation in a manner that complies with privacy and other standards for diagnostic testing. This limits the usability of at-home tests for reducing quarantine periods. UC ANR personnel or volunteers may not observe others testing. We will be exploring other options with UC partners.
- Use of at-home tests for self-screening of symptoms or for compliance with UC vaccination policy is allowed without observation.
- See Guidance for Use of At-Home Tests for more information about when and how to use this tool: https://ucanr.edu/sites/safety/files/362612.pdf

Outbreak protocol – minor edits to exceptions
- Fully vaccinated persons are no longer excepted from the offer of testing.
- See Outbreak Protocol: https://ucanr.edu/sites/safety/files/352287.pdf

UC ANR's COVID-19 Prevention Plans and other safety protocols have not been changed. Please see http://ucanr.edu/reopening for links to all of UC ANR's COVID-19 plans, protocols, and resources.

At-Home COVID-19 tests available from U.S. Postal Service

Residential households in the U.S. can order one set of 4 free at-home tests from USPS.com.
Here's what you need to know about this program:

- Limit of one order per residential address
- One order includes #4 individual rapid antigen COVID-19 tests
- Orders will ship free starting in late January

Visit https://special.usps.com/testkits to place your order

Background

On December 16, 2021, the California OSHA Standards Board ("Cal/OSHA") voted to readopt its Emergency Temporary Standard ("ETS") with some revisions. The new changes took effect on **January 14, 2022** and are scheduled to expire on April 14, 2022.

Cal/OSHA first established the ETS in November 2020, in response to COVID-19. A revised ETS was adopted on June 17, 2021. Some of the major changes are listed below:

1. **Testing requirements are modified.**

The definition of "COVID-19 test" now allows at-home tests and over-the counter tests, however, a test cannot be "both self-administered and self-read unless observed by the employer or an employer-authorized representatives." This means that an at-home test where the employee processes and reads their own results and reports to the employer is not allowed. This does not eliminate at-home tests but allows for more accurate means of verifying test results. The requirement that the test be FDA approved (including an Emergency Use Authorization) and administered in accordance with instructions remains the same.

   a. The revised ETS provides that an acceptable COVID-19 test cannot be self-administered and self-read. The employer or an employer-authorized representative must observe a self-administered test for it to qualify as a COVID-19 test under the ETS. UC attorneys are currently advising that tests should only be observed/read by medical personnel or others with similar training.

   b. The revised ETS obligates employers to provide testing to employees if they have had a close COVID-19 contact, even if they are fully vaccinated. This is a change from the prior version of the ETS that did not require employer to provide testing to employees who were fully vaccinated.

   c. The revised ETS also requires employers to provide testing at no costs to all employees during an outbreak, even those who were fully vaccinated. The prior version of the ETS did not require employers to provide testing to fully vaccinated employees who did not have symptoms during an outbreak.

2. **Face covering:**

The ETS definition of "Face covering" has been updated, in addition to California's updated mask mandate in place from December 15, 2021 through February 15, 2022.

   a. The definition of "face covering" now includes 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." The regulation also specifies that the face covering should not have slits, visible holes, or punctures. Fabric masks must not let light pass through when held up to a light source and must completely cover the nose and mouth and be secured to the head with ties, ear loops, or elastic bands that go behind the head. Gaiters shall have two layers of fabric or be folded to make two layers. This does not include: scarves, ski masks, balaclavas, bandanas, turtlenecks, collars, or masks made of a single layer of fabric.

   b. The definition now also includes clear face coverings or cloth face coverings with a clear plastic panel used for communication with individuals who are deaf or hard-of-hearing or otherwise need to see a speaker's mouth or facial expressions.

   c. The 2nd Revised ETS includes requirements for accommodating employees with disabilities that affect their ability to wear face coverings, including ensuring employees are at least six feet apart from all

Light Pass Test: Fabrics that do not allow light to pass through" Hold up the mask/fabrics to sun or light source, does it cast a shadow, If it casts a shadow, light is not passing through.

other persons if their condition or disability does not permit a face covering alternative and that they either be fully vaccinated or subject to weekly testing at no cost to the employee.

   d. Employers are still required to provide face coverings and ensure employees properly wear acceptable face coverings that are clean and undamaged when indoors, when outdoors and less than six feet away from other persons, and when required by the CDPH or any local health department. However, the updated ETS adds the following exemptions:

      1. When an employee is alone in a room, or when all persons in a room are fully vaccinated and asymptomatic;

      2. Employees wearing respirators required by the employer and used in compliance with Cal/OSHA's respirator standard; and

      3. Employees who are fully vaccinated and asymptomatic when they are outdoors.

   e. Separate from the ETS, California's Department of Public Health implemented a new mandate on face coverings, requiring all individuals, vaccinated and unvaccinated, to wear a mask in all indoor public settings in California. The guidance applies to workplaces regardless of whether they serve the public or are open to the public. This requirement is in place from December 15, 2021 through February 15, 2022. More information about the face covering requirements, see the CDPH Mask Guidance. This public health order for all people to wear masks indoors over-rides the Cal/OSHA ETS requirement.

3. **Employees Exempted from Wearing a Face:**

   a. For employees exempted from wearing a face covering due to a medical condition, mental health condition, or disability, and whose condition or disability does not permit non-restrictive alternative (i.e. face shield with a drape on the bottom, etc.), the employee must be six (6) feet apart from all other persons and either fully vaccinated or tested at least weekly for COVID-19 during paid time and at no cost to the employee.

   b. For employees exempted from wearing a face covering because the specific task they perform cannot be performed with a face covering, shall be six (6) feet apart unless the unmasked employee is either fully vaccinated or tested at least weekly during paid time and at no cost to the employee.

   c. The June 2021 ETS did not require that employers exclude employees with a close contact exposure from the workplace if they were fully vaccinated and symptom-free. The 2nd Revised ETS continues to exempt fully vaccinated and symptom-free employees from being excluded from the workplace, but will require that they wear a face covering and maintain physical distancing from all others at the workplace for 14 days following the last date of close contact. Similarly, employees that have returned to work after having COVID-19 and have remained symptom-free must also wear face coverings and be six feet apart for 14 days after a close contact exposure. (Note: CDPH isolation and quarantine guidance has superseded the Cal/OSHA ETS timelines that employees must remain away from work. See Cal/OSHA fact sheet: https://www.dir.ca.gov/dosh/dosh_publications/Isolation-and-Quarantine-fs.pdf)

4. **Fully vaccinated:**

Changes to the definition of "fully vaccinated" provides a more detailed, albeit more complicated, means of allowing for the mixing of vaccine brands approved by the FDA or authorized for emergency use by the FDA or World Health Organization (WHO) (i.e., receiving doses of different COVID-19 vaccines as part of one primary two dose series). It also allows employers to consider employees who received their vaccine as part of a clinical trial to be considered fully vaccinated under certain circumstances. A booster shot is not required.

5. **Worksite:**

Changes to the definition of "worksite" clarify that it does not include the location where an employee works by themselves without exposure to other employees or to an employee's personal residence or other work location chosen by worker when an employee works remotely. This revised definition potentially narrows the number of employees that notice must be provided when there is COVID-19 at the workplace.

This new definition may, in some circumstances, enable employers to forego employee notification that it would have otherwise been obligated to provide under the previous version of the ETS.

6. **Screening:**

Screening requirements now require that an employer whose COVID-19 symptom screening is conducted indoors must ensure that the screener and employees wear face coverings regardless of vaccination status. This is a change from the previous version of the ETS where fully vaccinated employees did not need to wear a mask during screening.

7. **Notification:**

For purposes investigating and responding to a COVID-19 case in the workplace, the new ETS clarifies that the only employees that need to be notified are the employees who were <u>on the premises</u> at the same worksite as the COVID-19 case. This clearly excludes employees who were working in a different location from the COVID-19 case, including remote workers. The notice should be provided in the manner normally used for communicating information to employees (i.e., posting notices, text messages, hand delivery, etc.).

8. **Testing in close-contact situations and outbreaks**:

Testing in close-contact situations and outbreaks must now be provided at no cost, during paid time, to all employees who had close contact regardless of vaccination status. This is a change from the prior version were employers did not have to provide testing to fully vaccinated employees unless they experienced symptoms.

9. **Multiple COVID-19 Infections and COVID-19 Outbreaks:**

Just as in the previous ETS, an outbreak is defined as three or more employees COVID-19 cases within the exposed group. Previously, employers did not have to make testing available to fully vaccinated employees if they did not exhibit symptoms. Now, multiple COVID-19 infections or a COVID-19 outbreak, employer is required to implement outbreak testing for an "exposed group" of employees; all employees regardless of vaccination status must be offered the testing.

10. **Exclusion from the workplace requirements modified.**

The ETS modified an employer's obligations to exclude employees from the workplace as described below. Note: CDPH isolation and quarantine guidance has superseded the Cal/OSHA ETS workplace exclusion timelines. See Cal/OSHA fact sheet: https://www.dir.ca.gov/dosh/dosh_publications/Isolation-and-Quarantine-fs.pdf.

<u>Fully Vaccinated</u>
The revised ETS requires fully vaccinated employees who have a close contact to be excluded unless they;
   a. Do not develop symptoms,
   b. Wear a face covering and maintain six feet of distance from others for 14 days following the close contact.
The requirement that they must wear a face covering is a new requirement that was not included in the prior ETS. Likewise, employees who have recovered from a COVID-19 infection in the prior 90 days and do

not have symptoms, can return to work after a close contact as long as they wear a face covering and maintain six feet of distance from others for 14 days following the close contact.

Not Fully Vaccinated

Employees, who have not been vaccinated, may return to work after a close contact if they do not develop symptoms, and 14 days have passed since the last known close contact. However, if 10 days have passed since the last known contact and the person wears a face covering and maintains six feet of distance from other for 14 days following the last close contact they may return to work. They may also return to work if 7 days have passed since the last known close contact and they test negative for COVID-19 with a specimen taken at least five days after the last known close contact, and the person wears a face covering and maintains six feet of distance from others at the workplace for 14 days following the last known close contact.

11. Return to work revisions:

Return to work revisions eliminated the exceptions which previously allowed close contact employees who developed symptoms to return to work following a negative COVID-19 test. Employees that develop any symptoms may return to work until:

   a. At least 24 hours have passed since a fever of 100.4 degrees Fahrenheit or higher has resolved without the use of fever-reducing medications; and
   b. COVID-19 symptoms have improved; and
   c. At least 10 days have passed since COVID-19 symptoms first appeared.

The revisions now allow asymptomatic employees who had close contact with a COVID-19 case and who were excluded from work, may return to work:

   a. After 14 days have passed since the contact; or
   b. 10 days have passed since the last known contact and the person wears a face covering and maintains six feet of distance from others in the workplace for 14 days following the last date of contact; or
   c. 7 days have passed since the last known close contact, the person tested negative for COVID-19 using a COVID-19 test with the specimen taken at least five days after the last known close contact, and the person wears a face covering and maintains six feet of distance from others while at the workplace for 14 days following the last date of close contact.

12. Employer provided housing:

Employer provided housing quarantine requirements no longer exempt fully vaccinated employees and employers must test all residents of employer-provided housing in which there were three or more COVID-19 cases in 14 days. The ventilation requirements were also updated so that if MERV 13 or higher filters are not used, HEPA filtration units shall be used, to the extent feasible, in all sleeping areas.

Employers are reminded that the other portions of the prior ETS will still be in place. For example, employers must still develop a written COVID-19 Prevention Program, provide training to employees, provide certain COVID-19 disclosures to employees, and pay exclusion pay to employees excluded from work due to a workplace exposure.