

This COVID-19 Outbreak Protocol was prepared to comply with Cal/OSHA COVID-19 Prevention Emergency Temporary Standards (ETS), Title 8, Sections 3205.1 and 3205.2.

COVID-19 Outbreaks

Cal/OSHA has defined that an Outbreak occurs if there are three or more employee COVID-19 cases within an exposed group, and who visited the workplace during their high-risk exposure period at any time during a 14-day period.

An “Exposed group” of employees are those that use or access the same work location, working area, or a common area at work, where an employee COVID-19 case was present at any time during the high-risk exposure period. A common area at work includes bathrooms, walkways, hallways, aisles, break or eating areas, and waiting areas.

The “High-risk exposure period” is from two days before the COVID-19 case first develops symptoms, and lasts until all of the following are true: it has been 10 days since symptoms first appeared; 24 hours have passed with no fever, without the use of fever-reducing medications; and symptoms have improved; or for cases who never develop symptoms, from two days before until 10 days after the specimen for their first positive test for COVID-19 was collected.

UC ANR Risk & Safety Services and Human Resources track all reported COVID-19 cases involving employees or others at UC ANR workplaces or other sites. If an Outbreak occurs, Risk & Safety or Human Resources personnel will notify the location Director or other supervisor and will assist with implementing this Outbreak Protocol.

When an Outbreak occurs, the following protocols will apply until there are no new COVID-19 cases detected in the exposed group for a 14-day period.

COVID-19 Testing

When an Outbreak is identified, UC ANR will offer and encourage COVID-19 testing at no cost to employees within the exposed group, during employees’ paid time.

Testing shall be made available to all employees in the exposed group immediately and then again one week later. Negative COVID-19 test results of employees with COVID-19 exposure will not impact the duration of any quarantine, isolation, or exclusion period required or ordered by the local health department.

After the first two COVID-19 tests, testing will continue to be available once a week to all employees in the exposed group who remain at the workplace, or more frequently if recommended by the local health department, until this until there are no new COVID-19 cases detected in the exposed group for a 14-day period. If ordered by Cal/OSHA, additional testing will be made available.

The following employees are excepted from testing requirements:

- a) Employees who were not present at the workplace during the relevant 14-day period when the COVID-19 cases occurred; b) Employees who were fully vaccinated before the outbreak occurred and who do not have COVID-19 symptoms; and c) Employees who had or tested positive for COVID-19 within 90 days prior to the Outbreak.

Additional Safety Requirements During an Outbreak

In addition to all of the requirements in UC ANR's Location COVID-19 Prevention Plan, when there is an Outbreak, the affected location or workplace will also implement the following additional safety measures:

- Employees in the Exposed Group must wear masks when indoors, or when outdoors and less than six feet from another person, with limited exceptions.
- Employees will be notified that they may request an N95 respirator for voluntary use, if they are not fully vaccinated. 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.
 - 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").
- Risk & Safety Services will work with the Director or supervisor of the Outbreak location to evaluate whether to implement physical distancing of at least six feet between persons or, if six feet of physical distancing is not feasible, use cleanable solid partitions of sufficient size to reduce COVID-19 transmission.
- In buildings with mechanical ventilation, UC ANR will work with building management and HVAC engineers to use filters with a Minimum Efficiency Reporting Value (MERV) 13 or the highest filtering efficiency that is compatible with the ventilation system. Where building-wide filtration is not feasible, portable High Efficiency Particulate Air (HEPA) filtration units or other air cleaning systems that would reduce the risk of transmission will be evaluated and used as feasible.

COVID-19 Investigation, Review and Hazard Correction

If an Outbreak occurs, UC ANR Risk & Safety Services will immediately perform a review of COVID-19 policies, procedures, and controls at the subject site and implement changes as needed to prevent further spread of COVID-19. The investigation and review will be documented and include:

- Investigation of new or uncorrected COVID-19 hazards; leave policies and practices and whether employees are discouraged from remaining home when sick; local availability of COVID-19 testing; operation of ventilation systems at the location; and whether physical distancing is maintained.
- If the Outbreak continues, the review shall be updated every 30 days.
- Based on the investigation and review, UC ANR will implement changes to reduce the transmission of COVID-19. This may include: consider moving indoor tasks outdoors or having them performed remotely, increasing outdoor air supply and improving air filtration, increasing physical distancing as much as feasible, requiring respiratory protection for some tasks, and other applicable controls.

Major COVID-19 Outbreaks

If there are 20 or more employee COVID-19 cases within an exposed group, and who visited an UC ANR workplace during their high-risk exposure period at any time within a 30-day period, it is considered a “Major Outbreak.”

An “Exposed group” of employees are those that use or access the same work location, working area, or a common area at work, where an employee COVID-19 case was present at any time during the high-risk exposure period. A common area at work includes bathrooms, walkways, hallways, aisles, break or eating areas, and waiting areas.

The “High-risk exposure period” is from two days before the COVID-19 case first develops symptoms, and lasts until all of the following are true: it has been 10 days since symptoms first appeared; 24 hours have passed with no fever, without the use of fever-reducing medications; and symptoms have improved; or for cases who never develop symptoms, from two days before until 10 days after the specimen for their first positive test for COVID-19 was collected.

UC ANR Risk & Safety Services and Human Resources track all reported COVID-19 cases involving employees or others at UC ANR workplaces or other sites. If a Major Outbreak occurs, Risk & Safety or Human Resources personnel will notify the location Director or other supervisor and will assist with implementing this Outbreak Protocol.

When a Major Outbreak occurs, the following protocols will apply until there are fewer than 3 new COVID-19 cases detected in the exposed group for a 14-day period.

All of the requirements for an Outbreak will continue to be in effect, except that the COVID-19 testing described above shall be made available twice a week, or more frequently if recommended by the local health department.

Additional COVID-19 Prevention Requirements

- Employees will be separated from other persons by at least six feet, except where it can be demonstrated that six feet of separation is not feasible, and except for momentary exposure while persons are in movement.
- Methods of physical distancing include: telework or other remote work arrangements; reducing the number of persons in an area at one time, including visitors; visual cues such as signs and floor markings to indicate where employees and others should be located or their direction and path of travel; staggered arrival, departure, work, and break times; and adjusted work processes or procedures, to allow greater distance between employees.
- When it is not feasible to maintain a distance of at least six feet, individuals shall be as far apart as feasible.
- At work stations where an employee is assigned to work for an extended period of time, such as public counters, some cubicles or desks in shared workstations, etc., and where the physical distancing required above is not maintained at all times, cleanable solid partitions must be installed that will effectively reduce transmission between the employee and other persons.
- UC ANR Risk & Safety Services, in consultation with other UC experts and the local health officer, will evaluate the need for a respiratory protection program to address COVID-19 hazards.
- UC ANR’s Emergency Response Team (ERT), in consultation with local Directors or managers, will evaluate whether to halt some or all operations at the UC ANR workplace until COVID-19 hazards have been corrected.
- Any other control measures deemed necessary by Cal/OSHA through the Issuance of an Order to Take Special Action.