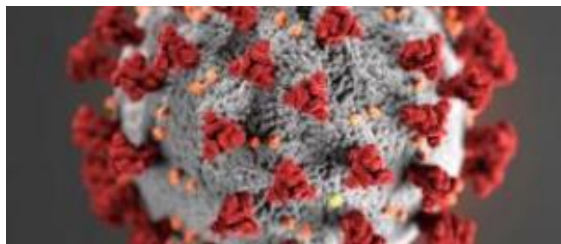


SAFETY COMMUNICATION

COVID-19 Update: 8/31/23

Cal/OSHA COVID-19 Return to Work Requirements



Cal/OSHA COVID-19 UPDATE

Recently, there has been an increase in the number of COVID-19 cases and close contacts in California. As a reminder, Cal/OSHA’s COVID-19 prevention regulation requires that certain employees be excluded from the workplace if they test positive for COVID-19, and Cal/OSHA follows California Department of Public Health (CDPH) guidance for asymptomatic persons who are exposed to someone with COVID-19 (i.e., close contacts).

For exclusion requirements for employees who test positive for COVID-19, please refer to Table 1 below. For employees who had a close contact, employers must review CDPH guidance ([Guidance on Isolation and Quarantine for COVID-19 \(ca.gov\)](https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/Imz/PublicHealthAndSafety/2020/07062020.aspx)) and implement quarantine and other measures to prevent COVID-19 transmission in the workplace. Please refer to Table 2 below for CDPH quarantine guidance after close contact. Where the tables refer to action to be taken on a specified day (e.g., “day 5” or “day 10”), day 1 is the first day following the onset of symptoms or, if no symptoms develop, the day following the first positive test.

Also, the definition of “close contact” is as follows: In indoor spaces of 400,000 or fewer cubic feet per floor, a close contact is someone who shares the same indoor space as a COVID-19 case for a cumulative total of 15 minutes or more over a 24-hour period during the COVID-19 case’s infectious period. In indoor spaces of greater than 400,000 cubic feet per floor, a close contact is defined as being within 6 feet of the COVID-19 case for a cumulative total of 15 minutes or more of a 24-hour period during the COVID-19 case’s infectious period.

Also, when the non-emergency regulation was passed earlier this year, it eliminated the employer’s obligation to provide COVID-19 testing for employees who are experiencing symptoms but did not have a close contact in the workplace.

Table 1: Exclusion Requirements for Employees Who Test Positive for COVID-19 (Taken from the [Cal/OSHA COVID-19 Non-Emergency Standards FAQ](#))

<p>Requirements apply to all employees, regardless of vaccination status, previous infection, or lack of symptoms.</p>	<ul style="list-style-type: none"> • Employees who test positive for COVID-19 must be excluded from the workplace for at least 5 days after start of symptoms or after date of first positive test if no symptoms. • Isolation can end and employees may return to the workplace after day 5 if symptoms are not present or are mild and resolving; AND the employee is fever-free for 24 hours without the use of a fever-reducing medication. • If an employee has a fever, isolation must continue and the employee may not return to work until 24 hours after the fever resolves. • If an employee’s symptoms other than fever are not improving, they may not return to work until their symptoms are resolving or until after day 10. • Employees must wear face coverings around others for a total of 10 days. Please refer to the section in this FAQ on face coverings for additional face covering requirements.
---	---

Table 2: CDPH Guidance for Close Contacts (Taken from the [Cal/OSHA COVID-19 Non-Emergency Standards FAQ](#))

Asymptomatic Persons Who are Exposed to Someone with COVID-19 (No Quarantine)	<ul style="list-style-type: none">• Test within 3–5 days after last exposure.• Close contacts should wear a well-fitting mask around others for a total of 10 days, especially in indoor settings and when near those at higher risk for severe COVID-19 disease.• Strongly encouraged to get vaccinated or boosted.• If symptoms develop, test, and stay home, AND• If test result is positive, follow isolation recommendations above (Table 1).
---	--

In addition, below is a link to the actual regulation.

[Covid 19 Non Emergency Final Comparison-Copy \(ca.gov\)](#)

COVID-19 PREVENTION PROGRAM

You are encouraged to review your COVID-19 Prevention Program and compare it to the most recent Sedgwick Model CPP template (revised 1/7/23 and available on the [Sedgwick Risk Control website](#) under Sample Programs and Forms). You may only need to make some minor changes to your written program. Please contact your Sedgwick Risk Control Consultant if you need further assistance in reviewing or updating your program.