

# Construction Industry COVID-19 Exposure Response & Injury & Illness Prevention Plan

---



10960 Wheatlands Ave., Ste. 105  
Santee, CA 92071  
Ph: 858-277-7988 Fax: 858-277-6768  
License # 756809  
[www.dowlingconst.com](http://www.dowlingconst.com)

# TABLE OF CONTENTS

Policy .....	2
Scope .....	2
Definitions .....	3
Responsibility .....	5
Management .....	5
Safety Director .....	5
Project Supervisor .....	6
Employees (all employees and subcontractors) .....	6
Communication .....	7
Identification and evaluation of COVID-19 hazards .....	7
Procedures for Identifying and Evaluating Workplace Hazards .....	7
Correcting Unsafe or Unhealthy Conditions, Work Practices or Procedures .....	7
Procedures for Hazard Correction .....	7
Inspection of Workplace by the Project Supervisor .....	8
Employee Health Screening .....	8
Temperature Screening Protocol .....	8
Separate Sick Employee (s) .....	8
Investigating and Responding to COVID-19 Cases in the Workplace .....	9
Identify Worker Cases & Close Contacts to Control Further Spread in the Workplace .....	9
Privacy Protection for COVID-19 Case(s) .....	10
Notify and Provide Instruction to Workers .....	10
Reporting Worker Cases to Cal/OSHA .....	11
Correction of COVID-19 Hazards .....	11
Training and Instruction .....	11
Exposure Prevention .....	12
Physical Distancing .....	12
Face Coverings .....	12
Personal Hygiene Procedures .....	12
General Workplace Control Measures .....	13
Employee(s) / Worker(s) .....	13
Visitors .....	13
Meetings .....	13
Reporting, Recordkeeping, and Access .....	13

## **POLICY**

It is the policy of the company to provide a safe and healthy work environment for all employees and to abide by all federal, state, and local regulations as they pertain to our operations. Safety is part of each employee's job. Active participation and adherence to this Construction COVID-19 Prevention Program (program) is a condition of each employee's employment. No employee is required to work at a job that he or she knows is unsafe. Therefore, we must work to make every workplace safe by detecting and correcting unsafe working conditions, as well as the detection of unsafe work practices.

Our policy is that safety has equal importance with the company's policies of providing the best quality and most productive service in our industry. The individual with responsibility and authority to implement this program is our Safety Director.

The purpose of this plan is to outline an effective response to a potential exposure event, and to promote preventative workplace habits in order to mitigate transmission of the virus between employees, contractors, etc. This program shall provide direction to implement safety requirements of the company and achieve compliance with [Cal/OSHA COVID-19 Prevention Emergency Regulation](#), the Centers for Disease Control and Prevention (CDC) and other federal, state and local recommendations for COVID- 19 response and prevention. This plan will be updated, as necessary.

## **SCOPE**

This program applies to all workplaces, employees (office and field), subcontractors, vendors and visitors. This program is effective as of 3/22/2022.

## **DEFINITIONS**

**"COVID-19"** means coronavirus disease, an infectious disease caused by the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2).

**"COVID-19 case"** means a person who:

- (1) Has a positive "COVID-19 test" as defined in this section.
- (2) Is subject to COVID-19-related order to isolate issued by a local or state health official; or
- (3) Has died due to COVID-19, in the determination of a local health department or per inclusion in the COVID-19 statistics of a county. A person is no longer a "COVID-19 case" in this section when a licensed health care professional determines that the person does not have COVID-19, in accordance with recommendations made by the California Department of Public Health (CDPH) or the local health department pursuant to authority granted under the Health and Safety Code or title 17, California Code of Regulations to CDPH or the local health department.

**"COVID-19 exposure"** means being within six feet of a COVID-19 case for a cumulative total of 15 minutes or greater in any 24-hour period within or overlapping with the "high-risk exposure period" defined by this section. This definition applies regardless of the use of face coverings.

**"COVID-19 hazard"** means exposure to potentially infectious material that may contain

SARS-CoV- 2, the virus that causes COVID-19. Potentially infectious materials include airborne droplets, small particle aerosols, and airborne droplet nuclei, which most commonly result from a person or persons exhaling, talking or vocalizing, coughing, sneezing, or procedures performed on persons which may aerosolize saliva or respiratory tract fluids, among other things. This also includes objects or surfaces that may be contaminated with SARS-CoV-2.

**“COVID-19 symptoms”** means fever of 100.4 degrees Fahrenheit or higher, 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, or diarrhea, unless a licensed health care professional determines the person’s symptoms were caused by a known condition other than COVID-19.

**“COVID-19 test”** means a viral test for SARS-CoV-2 that is:

- (1) Approved by the United States Food and Drug Administration (FDA) or has an Emergency Use Authorization from the FDA to diagnose current infection with the SARS-CoV-2 virus; and
- (2) Administered in accordance with the FDA approval or the FDA Emergency Use Authorization as applicable.
- (3) Test can be both self-administered and self-read so long as a date and time stamped photo of test is provided to Dowling Construction HR Manager.
- (4) Viral (nucleic acid or antigen) testing should be used to diagnose acute infection.

**“Exposed workplace”** means any work location, working area, or common area at work used or accessed by a COVID-19 case during the high-risk period, including bathrooms, walkways, hallways, aisles, break or eating areas, and waiting areas. The exposed workplace does not include buildings or facilities not entered by a COVID-19 case or locations where the worker worked by themselves without exposure to other employees or to a worker’s personal residence or alternative work location chosen by the worker when working remotely. Effective January 1, 2021, the “exposed workplace” also includes but is not limited to the “worksite” of the COVID-19 case as defined by Labor Code section 6409.6(d)(5) in [AB 685](#).

**“Face covering”** Means 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 (i.e. fabrics that do not let light pass through when held up to a light source) that completely covers the nose and mouth and is secured to the head with ties, ear loops or elastic bands that go behind the head. If gaiters are worn, they shall have two layers of fabric or be folded to make two layers. A face covering is a solid piece of material without slits, visible holes or punctures and must fit snugly over the nose, mouth and chin with no large gaps on the outside of the face. A face covering does not include a scarf, ski mask, balaclava, bandana, turtleneck, collar or single layer of fabric.

**“High-risk exposure period”** means the following time period:

- (1) For persons who develop COVID-19 symptoms: from two days before they first develop symptoms until 10 days after symptoms first appeared, and 24 hours have passed with no fever, without the use of fever-reducing medications, and symptoms have improved; or

(2) For persons who test positive who never develop COVID-19 symptoms: from two days before until ten days after the specimen for their first positive test for COVID-19 was collected.

**“Low-risk exposure period”** means the following time period:

(1) For persons who develop COVID-19 symptoms: from four days before they first develop symptoms until 2 days before they first develop symptoms, which is when they enter the **“High-risk exposure period”**.

(2) For persons who test positive who never develop COVID-19 symptoms: from four days before until two days before the specimen for their first positive test for COVID-19 was collected.

**“Minor COVID-19 Outbreak”** means a place of employment if it has been identified by a local health department as the location of a COVID-19 outbreak or when there are three or more COVID-19 cases in an exposed workplace within a 14-day period.

**“Major COVID-19 Outbreak”** means a place of employment when there are 20 or more COVID-19 cases in an exposed workplace within a 30-day period.

**“Physical Distancing”** means maintaining a minimum of six feet of distance, when practicable, from others. 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. All workers must adhere to all physical distancing guidelines while at work and take personal responsibility in managing themselves.

The physical distancing requirements continue to be eliminated in the revised ETS except as follows:

- During an outbreak (three or more employees in an exposed group), employers are required to evaluate whether physical distancing or barriers are necessary to control the transmission of COVID-19.
- Physical distancing must be used in a major outbreak (20 or more employees in an exposed group) for all employees, regardless of vaccination status except when an employer demonstrates that maintaining six feet of distance is not feasible. When it is not feasible to maintain six feet of distance, persons must be as far apart as feasible.
- Nothing in the revised ETS prevents employers from implementing additional protective measures than are required, including the use of physical distancing and barriers.
- Employers are under an ongoing requirement to assess workplace hazards and implement controls to prevent transmission of disease. There may be circumstances in which employers determine that physical distancing is necessary in their workplace.
- As described above, physical distancing is sometimes required, for a limited period, if fully vaccinated employees cannot be tested after a close contact.

**“Potential COVID-19 exposure”** means having one or more of the following conditions:

(1) Being in within 6 feet proximity of a COVID-19 case for a cumulative total of less than 15 minutes in any 24-hour period within or overlapping with the “high-risk exposure period” and/or the “low-risk exposure period defined by this section.

(2) Being within six feet of a COVID-19 case for a cumulative total of 15 minutes or greater in any 24-hour period within or overlapping with the “low-risk exposure period” defined by this section. This definition applies regardless of the use of face coverings.

(3) Being exposed to a COVID-19 case during the “high-risk exposure period” when either the

COVID-19 case, or the potentially exposed individual was not using face coverings for any amount of time.

**“Fully Vaccinated”** - *This Section Intentionally left blank*

## **RESPONSIBILITY**

### Management

The management team of the Company must demonstrate a positive attitude toward the achievement of a strong program, with the objective of reducing illness and disruption to operations. To create a strong program, management will:

- Effect an attitude that safety is important
- Create a safe work environment for all employees
- Make the necessary appropriations to meet the requirements of an effective program
- Include the discussion of safety issues at staff meetings and other appropriate occasions
- Carry out and enforce the program
- Assure development of policies and programs to meet the legal requirements of the Federal Occupational Safety and Health Act and applicable state/local regulations
- Use personal protective equipment where necessary, obey all applicable safety rules, and demand the same of all members of management
- Delegate responsibility for safety to supervisory personnel
- Authorize all employees to stop work that would place employees in imminent danger, and ensure that all unsafe conditions are corrected
- Oversee the actions of the Safety Director

### Safety Director

The Safety Director is responsible for the development and implementation of a thorough, practical, and effective program.

- Manage the administration of the program, and coordinate all safety activities as a representative of management
- Monitor the performance of the program to be aware of trends, potential problems, predominant loss types and overall progress of the program.
- Assist management with solving persistent illnesses and other non-routine difficulties
- Direct the investigation of all illnesses and exposures, and if necessary, visit the scene of the exposure to assure that measures are undertaken to prevent their reoccurrence
- Prepare necessary accident records. Assure prompt filing of required reports with the insurance carrier, state and/or local authorities
- Process injury/illness reports, medical bills, and record keeping according to OSHA and state requirements
- Monitor medical reports and progress with employee and workers' compensation carrier, and make recommendations on return-to-work program or appropriate alternative actions
- Assure prompt filing of required reports with the insurance carrier, state, or local authorities
- Be familiar with applicable safety codes and construction industry safety standards and keep abreast of information on new and existing regulations
- Develop and coordinate employee safety training programs
- Maintain injury and illness statistics
- Consult with safety representatives of insurance companies to coordinate their services with the program

- Undertake prompt corrective action on any safety recommendation. If any unsafe condition is out of the control of the company, issue written notification of the unsafe condition to the appropriate party
- Assist in the selection, procurement and distribution of appropriate personal protective equipment and ensure enforcement regarding the use of same
- Assure that new employee receive proper orientation ensuring consistency of information to all new employees regarding safety policies, procedures, and related information
- Assure that safety meetings are held with all employees, and that the proceedings are recorded according to the recordkeeping requirements of Cal/OSHA
- Establish and maintain a record-keeping system that meets all regulatory requirements (i.e., safety meetings, periodic inspections, disciplinary action, training, etc.)

### Project Supervisor

The project supervisor is designated as the COVID-19 Safety Compliance Officer (SCO) to the jobsite. The SCO must:

- Conduct periodic inspections of project jobsites for recognition and correction of COVID-19 hazards
- Conduct inspections and evaluate operations when new substances, processes, procedures, or equipment are introduced to the workplace that present an occupational safety and health hazard(s)
- Review and advise personnel on new equipment, procedures, or operations as they relate to the prevention and control of hazards
- Ensure implementation of all recommended safety and sanitation requirements regarding the COVID-19 virus at the jobsite.
- Conduct weekly briefings in person or by teleconference that must cover the following topics:
  - New jobsite rules and pre-job site travel restrictions for the prevention of COVID-19 community spread.
  - Review of sanitation and hygiene procedures.
  - Solicitation of worker feedback on improving safety and sanitation.
  - Coordination of construction site cleaning/sanitation requirements.

### Employees (all employees and subcontractors)

Employees are reminded that safety is an integral part of the operations of the company, their safety responsibilities are as follows:

- Do not report to work if you are feeling ill. Report illness to your supervisor and await directions
- Use and maintain all Personal Protective Equipment (PPE) and safety devices provided and replace when necessary.
- Request a respirator of supervisor, if you would like to wear one at work.
- Report all illness and/or exposures to their supervisor immediately, regardless of the seriousness
- Work safely in such a manner as to ensure your own safety, as well as that of co-workers and others
- Observe and comply with the program and all applicable regulations
- Request assistance when unsure about how to perform any task safely
- Correct unsafe acts or conditions within the scope of your position
- Report any uncorrected unsafe acts or conditions to their supervisor
- Actively participate in safety activities such as safety meetings

# COMMUNICATION

See *Training and Instruction Section* for further information on requirements regarding communication. In accordance with the Cal/OSHA regulations, the company will ensure the following is communicated to employees and authorized employee representatives (if applicable and requested):

- They must report to the company, without fear of reprisal, COVID-19 symptoms, possible COVID-19 exposures, and possible COVID-19 hazards at the workplace.
- Our procedures or policies for accommodating employees with medical or other conditions that put them at increased risk of severe COVID-19 illness.
- Information about access to COVID-19 testing (if required), the reason for the testing and the possible consequences of a positive test.
- Potential COVID-19 exposure, within one business day, in a way that does not reveal any personal identifying information of the COVID-19 case, to the following:
  - All employees who may have had COVID-19 exposure and their authorized representatives.
  - Independent contractors and other employers present at the workplace during the high-risk exposure period.
  - Including information about COVID-19 hazards and the policies and procedures to employees.
- Cleaning and disinfection protocols, including the planned frequency and scope of regular cleaning and disinfection.

## IDENTIFICATION AND EVALUATION OF COVID-19 HAZARDS

The company will allow for employee and authorized employee representative participation in the identification and evaluation of COVID-19 hazards.

### Procedures for Identifying and Evaluating Workplace Hazards

It is the policy of the company that all employees report all workplace hazard, including COVID-19 symptoms, to their immediate supervisor. All supervisory personnel shall consider safety of the highest importance when planning work. Conditions that have the potential to cause harm shall be evaluated for seriousness of injury or illness possible as well as likelihood of occurrence.

### Correcting Unsafe or Unhealthy Conditions, Work Practices or Procedures

When observed or discovered, and in a timely manner based on the severity of the hazard, the highest jobsite authority has the responsibility to initiate corrective actions necessary. Documentation of the hazard and corrective action must be kept in the Jobsite records.

When an immediate hazard exists and cannot be immediately abated without endangering employees or property, any employee may remove all employees from the area except those needed to correct the situation. Employees necessary to correct the situation shall be provided all the necessary safeguards. All such actions taken and dates they were completed shall be documented on the appropriate forms and saved in the jobsite records.

### Procedures for Hazard Correction

In the event that a workplace hazard that is immediately dangerous to life or health shall occur:

- All personnel shall be immediately removed from the situation, everyone has the ability to stop work.



- The area shall be barricaded, and or access controlled to prevent ANY person from entering if applicable.
- The Safety Manager shall be immediately notified and summoned.
- Owners of the company shall be immediately notified.
- No personnel will be allowed back into the area until management and worker agree the danger has been nullified.

### Inspection of Workplace by the Project Supervisor

Inspection of the workplace is our primary tool to identify unsafe conditions and practices. The supervisor or his/her designee will conduct an inspection of the workplace on a daily basis and document findings in the Jobsite records. Office areas, which present special safety hazards, will also be inspected.

Periodic inspections will be performed when new substances, processes, procedures, or equipment presents potential new hazards or whenever workplace conditions warrant an inspection. An inspection will occur when new previously unidentified hazards are recognized and/or when we hire or reassign permanent or intermittent workers to processes, operations or tasks for which a hazard evaluation has not previously been conducted. The inspection findings are to be documented in the Jobsite records.

If any unsafe conditions that are identified cannot be immediately abated or are out of the control of the company, the Safety Director, project manager, or superintendent/foreman shall notify the appropriate party of the unsafe condition.

### Employee Health Screening

- Employees are expected to perform symptom screenings, prior to entering jobsite, to identify any possible COVID-19 symptoms.
- Symptoms may include cough, shortness of breath or trouble breathing or at least two of the following: fever, chills, repeated shaking with chills, muscle pain, headache, sore throat or new loss of taste or smell).

### Temperature Screening Protocol

Temperature screening may be conducted at jobsites, as requested by client (such as medical facilities). Employees are expected to comply with Temperature screening requirements.

### Separate Sick Employee (s)

- CDC recommends that employees who appear to have acute respiratory illness symptoms (i.e., cough, shortness of breath) upon arrival to work or become sick during the day should be separated from other employees. Sick employees should cover their noses and mouths with a tissue when coughing or sneezing (or an elbow or shoulder if no tissue is available).
- The company shall develop COVID-19 policies and procedures to respond effectively and immediately to individuals at the workplace who are a COVID-19 case to prevent or reduce the risk of transmission of COVID-19 in the workplace.
- The company will conduct a identification of all interactions, areas, activities, processes, equipment, and materials that could potentially expose employees to COVID-19 hazards. This shall include identification of places and times when people may congregate or come in contact with one another, regardless of whether employees are performing an assigned work task or not, for instance during meetings or trainings and including in and around

entrances, bathrooms, hallways, aisles, walkways, elevators, break or eating areas, cool-down areas, and waiting areas.

- This shall include an evaluation of employees' potential workplace exposure to all persons at the workplace or who may enter the workplace, including coworkers, employees of other entities, members of the public, customers or clients, and independent contractors. Employers shall consider how employees and other persons enter, leave, and travel through the workplace, in addition to addressing fixed work locations.
- For indoor locations, the company shall evaluate how to maximize the quantity of outdoor air and whether it is possible to increase filtration efficiency to the highest level compatible with the existing ventilation system.

## **INVESTIGATING AND RESPONDING TO COVID-19 CASES IN THE WORKPLACE**

In order to conduct a proper investigation, the investigator(s) will collect and verify the information by interviewing the individual(s) reporting the exposure, that is, they must speak directly to the person who is reporting a confirmed case.

The investigation is to be limited only to the person who has self-disclosed information that indicates such person is a "potentially infected person." The Investigation team needs to decide on remedial measures to be taken in the workplace or the jobsite. Remember the following:

- Remain calm and objective.
- Limit the potentially infected employee's contact with other individuals while information is being gathered.
- Focus on obtaining facts, make only factual statements.
- If a potential exposure incident occurs while the employee is in a work setting or while working, the following steps should be taken:
  - Employees shall notify their supervisor (as applicable) as soon as possible following a potential exposure incident.
  - The supervisor shall immediately notify the Safety Manager and/or Human Resources Manager and members of the company's management team in accordance with the incident response procedure.
- In the event of a Confirmed or Symptomatic / Presumed COVID-19 case in the work environment refer to the Sanitation Section for further information regarding cleaning.

### Identify Worker Cases & Close Contacts to Control Further Spread in the Workplace

The employer shall take the following actions when there has been a COVID-19 case at the place of employment:

- Determine the day and time the COVID-19 case was last present and, to the extent possible, the date of the positive COVID-19 test(s) and/or diagnosis, and the date the COVID-19 case first had one or more COVID-19 symptoms, if any were experienced.
- Determine who may have had a COVID-19 exposure. This requires an evaluation of the activities of the COVID-19 case and all locations at the workplace which may have been visited by the COVID-19 case during the high-risk exposure period.  
Note: See Exclusion Requirements for employees with COVID-19 exposure.
- Give notice of the potential COVID-19 exposure, within one business day, in a way that does not reveal any personal identifying information of the COVID-19 case, to the following:

- All employees who may have had COVID-19 exposure and their authorized representatives.
- Independent contractors and other employers present at the workplace during the high-risk exposure period.
- Offer COVID-19 testing at no cost to employees during their working hours to all employees who had potential COVID-19 exposure in the workplace and provide them with the information on benefits as required.
- Investigate whether any workplace conditions could have contributed to the risk of COVID-19 exposure and what could be done to reduce exposure to COVID-19 hazards.
- Interview workers with laboratory-confirmed COVID-19 by phone to determine when their symptoms began, the shifts they worked during their infectious period, and to identify other workers with whom they had close contact during their infectious period.
- Use employment records to verify shifts worked during the infectious period and other workers who may have worked closely with them during that time period.
- While at home, close contacts should self-monitor daily for COVID-19 symptoms (e.g., subjective or measured fever (>100.4°F or 38°C), chills, cough, shortness of breath, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea, vomiting, or diarrhea).
- Consider whether to temporarily suspend operations due to COVID-19 infection in the workplace.
- Cal/OSHA also has authority to prohibit use and access of affected areas of a workplace if it identifies an imminent hazard to workers.

#### Privacy Protection for COVID-19 Case(s)

Personal identifying information of COVID-19 cases or persons with COVID-19 symptoms shall be kept confidential. All COVID-19 testing, or related medical services provided by the company shall be provided in a manner that ensures the confidentiality of employees.

EXCEPTION to subsection (c)(3)(C): Unredacted information on COVID-19 cases shall be provided to the local health department, CDPH, the Division, the National Institute for Occupational Safety and Health (NIOSH), or as otherwise required by law immediately upon request.

The employer shall ensure that all employee medical records are kept confidential and are not disclosed or reported without the employee's express written consent to any person within or outside the workplace.

EXCEPTION 1: Unredacted medical records shall be provided to the local health department, CDPH, the Division, NIOSH, or as otherwise required by law immediately upon request.

EXCEPTION 2: This provision does not apply to records that do not contain individually identifiable medical information or from which individually identifiable medical information has been removed.

#### Notify and Provide Instruction to Workers.

- Employers must maintain confidentiality of workers with suspected or confirmed COVID-19 infection when communicating with other workers.
- Employers should notify all workers who were potentially exposed to the individuals with COVID-19
- Close contacts of cases should be given instructions on symptom monitoring, and COVID-

19 testing, if applicable due to vaccination status.

- Provide any workers who are sent home before or during a shift with information about what to expect after they are sent home (e.g., instructions about testing, sick leave rights under federal, state, and local laws and company policies, return-to-work requirements, etc.).
- In some outbreaks, but not all, workers who were never symptomatic and did not have close contact with any of the laboratory confirmed cases may continue to work, as long as the employer has implemented all control measures as recommended by public health authorities, Cal/OSHA, or other regulatory bodies.

### Reporting Worker Cases to Cal/OSHA.

Any serious injury, illness, or death occurring in any place of employment or in connection with any employment must be reported by the employer to the local Cal/OSHA district office immediately but not longer than 8 hours after the employer knows. For COVID-19, this includes inpatient hospitalizations and deaths among workers.

Cal/OSHA prefers calls by phone but will also accept email reports ([caloshaaccidentreport@tel-us.com](mailto:caloshaaccidentreport@tel-us.com)). Details on reporting [www.dir.ca.gov/dosh/coronavirus/Reporting-Requirements-COVID-19.html](http://www.dir.ca.gov/dosh/coronavirus/Reporting-Requirements-COVID-19.html) contact information for district offices [www.dir.ca.gov/dosh/districtoffices.htm](http://www.dir.ca.gov/dosh/districtoffices.htm) and the Title 8 section 342 requirement [www.dir.ca.gov/title8/342.html](http://www.dir.ca.gov/title8/342.html) are available online.

## **CORRECTION OF COVID-19 HAZARDS**

Employers shall implement effective policies and/or procedures for correcting unsafe or unhealthy conditions, work practices, policies and procedures in a timely manner based on the severity of the hazard. This includes, but is not limited to, implementing controls and/or policies and procedures in response to the evaluations conducted and implementing the controls required by this program.

## **TRAINING AND INSTRUCTION**

The company will provide training and instruction to employees that includes the following:

- The COVID-19 policies and procedures to protect employees from COVID-19 hazards.
- Information regarding COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws. This includes any benefits available under workers' compensation law, the federal Families First Coronavirus Response Act, Labor Code sections 248.1 and 248.5, Labor Code sections 3212.86 through 3212.88, local governmental requirements, the employer's own leave policies, and leave guaranteed by contract.
- The fact that COVID-19 is an infectious disease that can be spread through the air when an infectious person talks or vocalizes, sneezes, coughs, or exhales; that COVID-19 may be transmitted when a person touches a contaminated object and then touches their eyes, nose, or mouth, although that is less common; and that an infectious person may have no symptoms.
- Methods of physical distancing of at least six feet and the importance of combining physical distancing with the wearing of face coverings, when symptomatic.
- The fact that particles containing the virus can travel more than six feet, especially indoors, so physical distancing must be combined with other controls, including face coverings and hand hygiene, to be effective.

- The importance of frequent hand washing with soap and water for at least 20 seconds and using hand sanitizer when employees do not have immediate access to a sink or hand washing facility, and that hand sanitizer does not work if the hands are soiled.
- Proper use of face coverings and the fact that face coverings are not respiratory protective equipment.
- COVID-19 symptoms and the importance of not coming to work.

## **EXPOSURE PREVENTION**

### Physical Distancing

All employees can choose to be separated from other persons by at least six feet, except for the following scenarios:

- Instances where the work requires closer contact.
- When employee is recovering from COVID-19 infection or has symptoms of COVID-19 infection.
- See definition above, p.5, for more information on Physical Distancing

### Face Coverings

All persons shall have possession of a face covering and can choose when it is practicable to wear it based on their personal preference and/or jobsite requirements of Building Owner/Manager. See definition above, P.5, for more information on what constitutes a face covering.

### Masking Requirements

Per the CDPH and CAL/OSHA's revised ETS effective 5/6/2022; Masks are required for all individuals in the following indoor settings, regardless of vaccination status. Surgical masks or higher-level respirators (e.g., N95s, KN95s, KF94s) with good fit are highly recommended.

- [Homeless shelters\[3\]](#), [Emergency shelters\[4\]](#) and [cooling and heating centers\[5\]](#)
- [Healthcare settings\[6\]](#) (applies to all healthcare settings, including those that are not covered by the [State Health Officer Order issued on July 26, 2021](#))\*
- State and local [correctional facilities and detention centers\[7\]](#)
- [Long Term Care Settings & Adult and Senior Care Facilities\[8\]](#)

### Personal Hygiene Procedures

- Promote employee(s) practice good personal hygiene.
- Employee(s) should avoid physical contact with others (such as hand shaking).
- Employer to provide soap and water and alcohol-based hand sanitizer and/or wipes in the workplace. Ensure that adequate supplies are maintained and place in multiple locations to encourage hand hygiene.
- To protect employees from COVID-19 hazards, the company shall evaluate its handwashing facilities, determine the need for additional facilities, encourage and allow time for employee handwashing, and provide employees with an effective hand sanitizer. Supervisors shall encourage employees to wash their hands for at least 20 seconds each time. Provision or use of hand sanitizers with methyl alcohol is prohibited.
- Instruct employees in the following hand hygiene tips:
- Wash your hands often with soap and water for at least 20 seconds especially after you have been in a restroom or public place, or after blowing your nose, coughing, or sneezing.
- If soap and water are not readily available, use a hand sanitizer that contains at least 60% ethanol or 70% isopropanol. Cover all surfaces of your hands and rub them together until they feel dry.

## General Workplace Control Measures

These guidelines (engineering controls, administrative controls, and personal protective equipment) have been developed collaboratively by construction industry professional organizations, contractors, and workers' representatives in response to the need for work on construction projects to continue as they have been deemed essential. These guidelines are not all encompassing and may need to be tailored to for certain situations and/ or individual construction sites (will be updated as the COVID-19 pandemic evolves):

Review documentation available from California Department of Public Health (CDPH) and CAL/OSHA Links

- [Cal/OSHA COVID-19 Prevention Emergency Regulation](#) (effective 11/30/2020 – 10/02/2021)
- [Construction Industry Guidance](#)
- [Checklist for Construction Industry](#)

## Employee(s) / Worker(s)

- Provide soap and water and alcohol-based hand sanitizer in the workplace. Hand sanitizer should contain a minimum 60% ethanol or 70% isopropanol. Ensure that adequate supplies are maintained.
- Utilize Personal Protective Equipment:
  - Face coverings that are appropriate to tasks being performed: if required by Building/jobsite or employee prefers; Safety Glasses and/or face shields
  - Nitrile Gloves
- Sharing of PPE is Prohibited.
- Do not allow the sharing of tools, water coolers, water bottles, hand towels, disposable gloves or masks, rags, bandanas, masks, personal protection equipment (PPE), food, snacks, or cigarettes.
- Prohibit workers from using others' phones (electronic devices) or desks.
- Any work tools or equipment that must be used by more than one worker must be cleaned with disinfectants that are effective against COVID-19 before use by a new worker.
- Discourage employees from using communal watering containers, encourage single use water containers and/or employees to bring clean, personal-use beverage containers from home.

## Visitors

Visitors should be minimized whenever possible. Any visitors to jobsite or office should follow the above COVID-19 guidelines. All visitors should self-screen for COVID-19 symptoms prior to arrival and not enter if they have any symptoms. This does not prohibit deliveries/pick-up, inspection by state or local officials or law enforcement, inspections by the owner's personnel, company management or their designees.

## Meetings

In person meetings should be suspended during outbreaks of COVID-19.

## **REPORTING, RECORDKEEPING, AND ACCESS**

- The company shall report information about COVID-19 cases at the workplace to the local health department whenever required by law and shall provide any related information requested by the local health department.
- The company will report immediately to the Division any COVID-19-related serious

illnesses or death, as defined under section 330(h), of an employee occurring in a place of employment or in connection with any employment.

- The company shall maintain records of the steps taken to implement the written COVID-19 Prevention Program in accordance with section 3203(b).
- This written COVID-19 Prevention Program shall be made available at the workplace to employees, authorized employee representatives, and to representatives of the Division immediately upon request.
- The Safety Director shall keep a record of and track all COVID-19 cases with the employee's name, contact information, occupation, location where the employee worked, the date of the last day at the workplace, and the date of a positive COVID-19 test. Medical information shall be kept confidential. The information shall be made available to employees, authorized employee representatives, or as otherwise required by law, with personal identifying information removed.
- This does not alter the right of employees or their representatives to request and obtain an employer's Log of Work-Related Injuries and Illnesses (Log 300), without redaction, or to request and obtain information as otherwise allowed by law.
- The employer shall maintain records of the steps taken to implement the written COVID-19 Prevention Program in accordance with the COVID-19 Prevention Program Standard.

## What Employers and Workers Need to Know about COVID-19 Isolation & Quarantine

May 6, 2022

This fact sheet provides employers and workers not covered by the **Aerosol Transmissible Diseases standard** with information on when and for how long workers must be excluded from the workplace if they test positive or are exposed to someone who has COVID-19. The chart below reflects the new California Department of Public Health (CDPH) isolation and quarantine periods guidance from April 6, 2022 and the third re-adoption of the Cal/OSHA COVID-19 Prevention Emergency Regulation effective May 6, 2022.

More information is available on [Cal/OSHA’s ETS FAQs](#) and [CDPH’s Isolation and Quarantine Guidance](#).

Employees who test positive for COVID-19 must be excluded from the workplace as described in Table 1. For employees who had a close contact, employers must review [CDPH guidance](#) and implement quarantine and other measures in the workplace to prevent COVID-19 transmission in the workplace. Please refer to table 2 and table 3 below for CDPH quarantine guidance after close contact.

Where the tables below 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.

**Table 1: Exclusion Requirements for Employees Who Test Positive for COVID-19**

<p>Requirements apply to <b>all</b> employees, regardless of vaccination status, previous infection, or lack of symptoms.</p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Isolation can end and employees may return to the workplace after day 5 if symptoms are not present or are resolving, <b>and</b> a diagnostic specimen* collected on day 5 or later tests negative.</li> <li>• If an employee’s test on day 5 (or later) is positive, isolation can end and the employee may return to the workplace after day 10 if they are fever-free for 24 hours without the use of fever-reducing medications.</li> <li>• If an employee is unable to or choosing not to test <sup>i</sup>, isolation can end, and the employee may return to the workplace after day 10 if they are fever-free for 24 hours without the use of fever-reducing medications.</li> <li>• If an employee has a fever<sup>ii</sup>, isolation must continue and the employee may not return to work until 24 hours after the fever resolves without the use of fever-reducing medications.<sup>iii</sup></li> <li>• If an employee’s symptoms other than fever are not resolving, they may not return to work until their symptoms are resolving or until after day 10.</li> <li>• Employees must wear face coverings around others for a total of 10 days. Please refer the FAQs regarding face coverings for additional information</li> </ul> <p>*Antigen test preferred.</p>
---	--

<sup>i</sup> An employer may require a test. More information is available in the [Department of Fair Employment and Housing FAQ](#).

<sup>ii</sup> A fever is a measured body temperature of 100.4 degrees Fahrenheit or higher.

<sup>iii</sup> A fever resolves when 24 hours have passed with no fever, without the use of fever-reducing medications.



**Table 2: CDPH Guidance for Close Contacts – Employees Who Are Exposed to Someone with COVID-19. (Applies to All Employees Except those in High-Risk Settings)**

<p>For employees who are <b>asymptomatic</b>.</p> <p>Applies to all employees, regardless of vaccination status.</p>	<ul style="list-style-type: none"> <li>Exposed employees must test within three to five days after their last close contact. Persons infected within the prior 90 days do not need to be tested unless symptoms develop.</li> <li>Employees must wear face coverings around others for a total of 10 days after exposure. Please refer to the FAQs on face coverings for additional information.</li> <li>If an exposed employee tests positive for COVID- 19, they must follow the isolation requirements above in Table 1.</li> <li>Employees are strongly encouraged to get vaccinated and boosted</li> </ul>
<p>For employees who are <b>symptomatic</b>.</p> <p>Applies to all employees, regardless of vaccination status.</p>	<ul style="list-style-type: none"> <li>Symptomatic employees must be excluded and test as soon as possible. Exclusion must continue until test results are obtained.</li> <li>If the employee is unable to test or choosing not to test, exclusion must continue for 10 days.</li> <li>If the employee tests negative and returns to work earlier than 10 days after the close contact, the employee must wear a face covering around others for 10 days following the close contact.</li> <li>CDPH recommends continuing exclusion and retesting in 1-2 days if testing negative with an antigen test, particularly if tested during the first 1-2 days of symptoms.</li> <li>For symptomatic employees who have tested positive within the previous 90 days, using an antigen test is preferred.</li> </ul>

**Table 3: CDPH Guidance for Close Contacts – Specified High-Risk Settings**

<p>Applies to employees who are:</p> <ul style="list-style-type: none"> <li>Not fully vaccinated, OR</li> <li>Not infected with SARS-CoV-2 within the prior 90 days.</li> </ul> <p>AND who work in the following high-risk settings:</p> <ul style="list-style-type: none"> <li>Emergency Shelters</li> <li>Cooling and Heating Centers</li> <li>Long Term Care Settings &amp; Adult and Senior Care Facilities*</li> <li>Local correctional facilities and detention centers*</li> <li>Healthcare settings*</li> </ul> <p>* Please note that some employees in these high-risk settings are covered by the Aerosol Transmissible Diseases standard (section 5199) and are subject to different requirements. Please see the Scope of Coverage section of the FAQ for additional information.</p>	<ul style="list-style-type: none"> <li>Exposed employees must be excluded from work for at least five days after the last known close contact.</li> <li>Exclusion can end and exposed employees may return to the workplace after day 5 if symptoms are not present <b>and</b> a diagnostic specimen collected on day 5 or later tests negative.</li> <li>If an employee is unable to test or choosing not to test, and symptoms are not present, work exclusion can end and the employee may return to the workplace after day 10.</li> <li>Employees in these settings must wear a face covering while indoors and around others in accordance with CDPH’s universal masking guidance.</li> <li>Employees are strongly encouraged to get vaccinated or boosted.</li> <li>If employees develop symptoms after returning to work, they must be excluded from the workplace and test as soon as possible. If employees test positive, they must follow the isolation requirements in Table 1.</li> </ul>
---	---

## Commonly Asked Questions

### When do workers need to be paid exclusion pay if exposed to COVID-19?

When workers are required to be excluded from work due to work-related COVID-19 exposure, they must be paid exclusion pay. Workers should speak with their employers about available exclusion pay. Some exceptions apply, for example if the worker can work from home, or they are receiving disability pay or Workers' Compensation Temporary Disability Payments.

### What does CDPH guidance require if a worker was exposed to COVID-19 but tests are not available?

If a worker in a non-high-risk setting cannot be tested as required but never develops symptoms, the worker may continue to work but must wear a face covering for 10 days after the close contact. If the worker works in a high-risk setting, they should continue isolation for 10 days, as explained in the table.

This guidance is an overview, for full requirements see Title 8 sections [3205](#), [3205.1](#), [3205.2](#), [3205.3](#), [3205.4](#)

### Update History

- January 19, 2022 – Updated to clarify this fact sheet does not apply to workplaces covered by the Aerosol Transmissible Diseases Standard.
- May 6, 2022 – Updated to align with new CDPH guidance for general population and adding high-risk settings.

For assistance with developing a COVID-19 Prevention Program, employers may contact Cal/OSHA Consultation Services at 1 800 963 9424 or [InfoCons@dir.ca.gov](mailto:InfoCons@dir.ca.gov)

For Consultation information or publications, access the following link or copy the site address:  
**DOSHConsultation** [www.dir.ca.gov/dosh/consultation.html](http://www.dir.ca.gov/dosh/consultation.html)

