

WORKER PROTECTIONS

DURING A COVID-19 WORKSITE OUTBREAK

If there is an outbreak of COVID-19 at your worksite (3 or more linked cases in a 7-day period), your employer must take steps to keep you safe, including the following protections.¹

Prevention Program

- Employers must have in place an up-to-date written COVID-19 prevention program that identifies, evaluates, and corrects COVID-19 hazards in the workplace and must provide training to workers on this prevention program. This can be stand-alone or part of the employer's Injury and Illness Prevention Program.

Entry to Worksite

- Employers must not allow workers with COVID-19 to enter the workplace until at least 24 hours have passed with no fever, without the use of fever-reducing medications, and other symptoms are mild and improving.²

Notifications

- If employers know of at least 3-linked workers with COVID-19 within a 7-day period, they must report this to the Department of Public Health within 24 hours.
- Employers must provide notice to all employees and other workers who may have been exposed to a COVID-19 case as soon as possible and in a format that is understandable to them.

Masks

- All employee close contacts³ must wear masks when working indoors, in a shared vehicle, or when outdoors if they can't maintain 6 ft of space from others.⁴
- Employees returning to work after a COVID-19 infection must wear a mask around others for a total of 10 days.
- When employees are required to wear masks at work, employers must provide them for free, ensure they are worn, and replace them as needed.
- Even if masks are not required, if you work indoors or in vehicles with others and want to wear a respirator, your employer must provide free respirators if you ask for them. Your employer must ensure they are the right size and train you to wear them correctly, including how to do a seal check.

Testing

- Employers must offer testing to all potentially exposed workers at no additional cost at least once a week. This does not apply to employees without symptoms who had a positive COVID-19 test in the past 30 days.
- Employers must pay workers for their time to get tested, even if the testing occurs off-site and outside the worker's regular working hours.

Sick-Leave

- Employers must provide employees with information regarding sick leave options they may be entitled to under federal, state, or local laws, the employer's leave policies, or any leave guaranteed by contract. Most workers in California earn at least five sick days off each year.

Ventilation

- Employers must review Cal/OSHA guidance⁵ regarding ventilation and must develop, implement, and maintain effective methods to prevent COVID-19 transmission by improving ventilation.

If you have safety concerns about a workplace outbreak

- Talk with your supervisor or safety representative.
- Talk with your union representative.
- File a complaint with Cal/OSHA by calling 833-579-0927 or (213) 576-7451.

1. These guidelines do not apply to high risk settings such as hospitals, skilled nursing facilities, correctional facilities, or facilities providing shelter to unhoused individuals.

2. See Public Health return-to-work tables ph.lacounty.gov/acd/ncorona2019/docs/returntoworktables.pdf

3. See the definition on page 3 of ph.lacounty.gov/media/Coronavirus/docs/isolation_quarantine_guidelines/LAC_DPH_Guidelines_for_COVID_cases_and_contacts.pdf.

4. An accommodation must be made for those who cannot wear face coverings due to a medical or mental health condition or disability, who are hearing-impaired or communicating with a hearing-impaired person, or when an employee performs specific tasks which cannot be performed with a face covering.

5. See Interim Guidance for Ventilation, Filtration, and Air Quality in Indoor Environments cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Interim-Guidance-for-Ventilation-Filtration-and-Air-Quality-in-Indoor-Environments.aspx

