



Cal/OSHA's COVID-19 Regulations

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CAL/OSHA CONSULTATION SERVICES BRANCH

WWW.DIR.CA.GOV/DOSH

The Cal/OSHA Program

California Occupational Safety and Health Act of 1973 was enacted by the California Legislature

As a State program, California has our own rule-making process, that is able to adopt regulations and emergency temporary standards quicker than at the national level

The Cal/OSHA Program

Some California-specific regulations include:

- Injury and Illness Prevention Program
- Repetitive Motion Injuries
- Aerosol Transmissible Diseases
- COVID-19 Prevention (adopted as an ETS)
- Wildfire Smoke (adopted initially as an ETS)
- Heat Illness Prevention (adopted initially as an ETS)

Injury and Illness Prevention Program

Found in Title 8, California Code of Regulations, Section 3203 (8CCR 3203)

Went into effect July 1991

The most cited Cal/OSHA regulation

Required of all employers in California



IIPP Before the New COVID-19 Regulations

Cal/OSHA has historically used the IIPP to cite employers where there is not a specific regulation that applies to unsafe or unhealthful work conditions

- Prior to November 30, 2020, was used by Cal/OSHA to address COVID-19

IIPP

Every employer shall establish, implement and maintain an effective Injury and Illness Prevention Program (IIPP)

The Program shall be in writing and must address 9 elements, including support documentation

IIPP Elements

1. Authority and Responsibility – who?
2. Methods of Compliance – how?
3. Communication – how?
4. Hazard Assessment – who and how often?
5. Correction of Unsafe Conditions – who and when?
6. Accident Investigations – who?
7. Training – who, what, and when?
8. Employee Access to IIPP – NEW ELEMENT – effective July 1, 2020
9. Documentation – what?

Aerosol Transmissible Diseases (ATD) – 5199

Applies to:

- Health Care
- Police services during transport or detention of persons reasonably anticipated to be cases or suspected cases of ATD
- Public health services, such as communicable disease contact tracing or screening programs
- Facilities or operations that are identified as being at increased risk:
 1. Correctional facilities and other facilities that house inmates or detainees
 2. Homeless shelters
 3. Drug treatment programs
- Facilities or operations that perform aerosol-generating procedures on cadavers
- Laboratories that perform procedures with materials that contain or are reasonably anticipated to contain ATD

COVID-19 Prevention

T8CCR 3205



Cal/OSHA's Five New COVID-19 Regulations

Approved by the Occupational Safety and Health Standards Board on November 19, 2020

Adopted as an Emergency Temporary Standard

- Effective Date: November 30, 2020
- Expiration Date: October 2, 2021 unless amended

The Five New Sections

- 3205, *COVID-19 Prevention*
 - 3205.1, *Multiple COVID-19 Infections and COVID-19 Outbreaks*
 - 3205.2, *Major COVID-19 Outbreaks*
 - 3205.3, *COVID-19 Prevention in Employer-Provided Housing*
 - 3205.4, *COVID-19 Prevention in Employer-Provided Transportation to and from Work*

COVID-19 Prevention Program (CPP)

Employers shall establish, implement, and maintain an effective, written COVID-19 Prevention Program

- May be integrated into the Injury and Illness Prevention Program or maintained in a separate document

COVID-19 Prevention Program (CPP) for [Name of Company, or name of the workplace if it's for a fixed location.]

This CPP is designed to control exposures to the SARS-CoV-2 virus that may occur in our workplace.

Date: [type date of last review]

Authority and Responsibility

[Enter name or job title of the person(s)] has overall authority and responsibility for implementing the provisions of this CPP in our workplace. In addition, all managers and supervisors are responsible for implementing and maintaining the CPP in their assigned work areas and for ensuring employees receive answers to questions about the program in a language they understand.

All employees are responsible for using safe work practices, following all directives, policies and procedures, and assisting in maintaining a safe work environment.

Identification and Evaluation of COVID-19 Hazards

We will implement the following in our workplace:

- Conduct workplace-specific evaluations using the Appendix A: Identification of COVID-19 Hazards form.
- Evaluate employees' potential workplace exposures to all persons at or who may enter our workplace.
- Review applicable orders and general and industry-specific guidance from the State of California, Cal/OSHA, and the local health department related to COVID-19 hazards and prevention.
- Evaluate existing COVID-19 prevention controls in our workplace and the need for different or additional controls.
- Conduct periodic inspections using the Appendix B: COVID-19 Inspections form as needed to identify unhealthy conditions, work practices, and work procedures related to COVID-19 and to ensure compliance with our COVID-19 policies and procedures.
- [Enter other identification and evaluation measures you take in your workplace].

Employee participation

Employees and their authorized employees' representatives are encouraged to participate in the identification and evaluation of COVID-19 hazards by: [Describe how employees and their representatives, if any, may participate in COVID-19 hazard identification and evaluation.]

Employee screening

We screen our employees by: [describe how this will be accomplished – i.e., directly screen employees when they come to work, or having them self-screen according to CDPH guidelines. Ensure that face coverings are used during screening by both screeners and employees and, if temperatures are measured, that non-contact thermometers are used.]

Correction of COVID-19 Hazards

Unsafe or unhealthy work conditions, practices or procedures will be documented on the Appendix B: COVID-19 Inspections form, and corrected in a timely manner based on the severity of the hazards, as follows:

[Describe how the following will be accomplished:

The severity of the hazard will be assessed and correction time frames assigned, accordingly.]

Written Program Elements

1. Communication
2. Identification/Evaluation of Hazards
3. Investigation/Responding to Cases
4. Correction of Hazards
5. Training
6. Physical Distancing
7. Face Coverings
8. Controls (Engineering, Administrative, & PPE)
9. Reporting, Recordkeeping, & Access
10. Exclusion of COVID-19 Cases
11. Return to Work

Multiple COVID-19 Infections and COVID-19 Outbreaks (3205.1)

This section applies to a place of employment covered by section 3205 if it has been identified by a local health department as the location of a COVID-19 outbreak or when there are ≥ 3 COVID-19 cases in an exposed workplace within a 14-day period

This section shall apply until there are no new COVID-19 cases detected in a workplace for a 14-day period

3205.1 Overview

- Testing - 3205.1(b)
- Exclusion - 3205.1(c)
- Investigation - 3205.1(d)
- Investigation, review and hazard correction - 3205.1(e)
- Notifications to the local health department - 3205.1(f)

Major COVID-19 Outbreaks (3205.2)

This section applies to any place of employment covered by section 3205 when there are ≥ 20 COVID-19 cases in an exposed workplace within a 30-day period

This section shall apply until there are no new COVID-19 cases detected in a workplace for a 14-day period

3205.2 Overview

- Testing - 3205.2(b)
- Exclusion - 3205.2(c)
- Investigation - 3205.2(d)
- Hazard correction - 3205.2(e)
- Notifications to the local health department - 3205.2(f)

NOTE: Sections are similar to 3205.1, but more stringent

COVID-19 Prevention in Employer-Provided Housing

T8CCR 3205.3



COVID-19 Prevention in Employer-Provided Transportation to and from Work

T8CCR 3205.4



Cal/OSHA'S Coronavirus Page

Link: www.dir.ca.gov/dosh/coronavirus

Cal/OSHA COVID-19 Guidance and Resources ▶ español

Workplace safety and health regulations in California require employers to take steps to protect workers exposed to infectious diseases like the Novel Coronavirus (COVID-19), which is widespread in the community. Cal/OSHA has posted the following resources to help employers comply with these requirements and to provide workers information on how to protect themselves and prevent the spread of the disease.

Cal/OSHA recommends the guidance, educational materials, model programs and plans, and other resources that are provided below, be reviewed with an employer's existing procedures to ensure that workers are protected.



COVID-19 Emergency Temporary Standards

Information and materials related to the new COVID-19 Prevention Emergency Temporary Standards



Guidance by Industry

Produced by Cal/OSHA, CDPH, the Governor's Office and other state agencies



Frequently Asked Questions

FAQs on reporting and recording COVID-19 illnesses, new laws and more



Educational Materials and Other Resources

Fact sheets, videos and fillable written safety plans



Webinars on COVID-19

Webinars available for multiple industries. All webinars are free to attend and industry-specific webinars are hosted by Cal/OSHA Consultation Services



Cal/OSHA Training Academy

COVID-19 infection prevention online training courses for employers and workers through the Cal/OSHA Training Academy

Cal/OSHA General Info


Link: www.dir.ca.gov/DOSH

- Regulations
- Publications / etools
- Reporting / Recording info
- Policies & Procedures

Cal/OSHA ▶ español

The Division of Occupational Safety and Health (DOSH), better known as Cal/OSHA, protects and improves the health and safety of working men and women in California and the safety of passengers riding on elevators, amusement rides, and tramways – through the following activities:

- Setting and enforcing standards
- Providing outreach, education, and assistance
- Issuing permits, licenses, certifications, registrations, and approvals



Cal/OSHA safety engineers at work

California Leads the Nation on Worker Safety

California administers the largest state OSHA plan in the nation and consistently exceeds its inspection goals to protect millions of workers each year. Here is the [latest data from the 2019 federal fiscal year](#) on how Cal/OSHA compares:

- Cal/OSHA conducted the most inspections in the nation (7,571 inspections exceeds the goal of 7,540).
- Cal/OSHA cited 18,896 hazards and created safer working conditions for at least 8.4 million employees.
- Enforcement and outreach activities contributed to a 2018 fatality rate lower than the national rate (2.3 versus the national rate of 3.5 per 100,000 full-time workers).

Cal/OSHA is issuing citations to employers for violations related to protecting workers from COVID-19. All of the citations are available on [our webpage](#).

Emergency Response

- ▶ [Cal/OSHA COVID-19 Guidance and Resources](#)
 - [Emergency Temporary Standards, Information and Resources](#)
- ▶ [Worker Safety and Health in Wildfire Regions](#)

Quick Links

- ▶ [File a workplace safety complaint](#)
- ▶ [Obtain a free consultation](#)
- ▶ [Important Cal/OSHA updates](#)
- ▶ [COVID-19 related violations cited](#)
- ▶ [Public records requests](#)

Cal/OSHA Branches & Units

Branches

- ▶ [Enforcement](#)
- ▶ [Consultation Services](#)

Cal/OSHA Consultation Services

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