

**CITY OF RANCHO
CUCAMONGA AND
RANCHO CUCAMONGA
FIRE PROTECTION
DISTRICT COVID-19
PREVENTION PROGRAM**

ABSTRACT

This program outlines how the City and District the health of its employees as it relates to COVID-19.

Revised 02/13/2023

PURPOSE:

The Division of Occupational Safety and Health (DOSH) recognizes that COVID-19 constitutes a workplace hazard.

The purpose of the City and District COVID-19 Prevention Program (CPP) is to establish, implement and maintain a program that addresses this work-related hazard in order to provide employees a healthy and safe workplace as required under the California Occupational Safety and Health Act (Lab. Code §6300, *et seq.*) and associated regulations (8 CCR §3203 and §3205-3205.3).

Nothing in this CPP precludes the City and District from complying with federal, state, or local laws or public health orders or guidance that may recommend or require that the City and District adopt and implement measures that are more prescriptive and/or restrictive than those that are provided herein

AUTHORITY AND RESPONSIBILITY

This CPP applies to all employees except for employees who do not have contact with other persons, employees who are teleworking, or who are covered under the City's Aerosol Transmissible Disease (ATD) program.

Robert Neiuber, Human Resources Director has overall authority and responsibility for implementing the provisions of this CPP. 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.

EFFECTIVE PERIOD

Effective February 3, 2023. The CPP shall apply until February 3, 2025.

DEFINITIONS:

For the purposes of the CPP, the following definitions shall apply:

"Close Contact" means sharing the same indoor airspace 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, as defined by this section, regardless of the use of face coverings, unless close contact is defined by regulation or order of the CDPH. If so, the CDPH definition shall apply. CDPH defines Close Contact by the size of the workplace:

- For indoor spaces of 400,000 or fewer cubic feet per floor, a close contact is defined as sharing the same indoor airspace as a COVID-19 case for a cumulative total of 15

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minutes or more over a 24-hour period during the COVID-19 case's infectious period, as defined in the regulations, regardless of the use of face coverings.

- For indoor spaces of greater than 400,000 cubic feet per floor, a close contact is defined as being within six feet of the 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, as defined in the regulations, regardless of the use of face coverings.
- Offices, suites, rooms, waiting areas, break or eating areas, bathrooms, or other spaces that are separated by floor-to-ceiling walls shall be considered distinct indoor spaces.

Exception: Employees have not had a close contact if they wore a respirator required by the employer and used it in compliance with §5144, whenever they shared the same indoor airspace as the COVID-19 for a cumulative total of 15 minutes or more over a 24-hour period during the COVID-19 case's infectious period.

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

"COVID-19 case" A person who: (1) Has a positive COVID-19 test; or (2) Has a positive COVID-19 diagnosis from a licensed health care provider; or (3) Is subject to COVID-19-related order to isolate issued by a local or state health official; or (4) Has died due to COVID-19, in determination of a local health department or per inclusion in the COVID-19 statistics of a county.

"COVID-19 hazard" means 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, or sneezing, or from procedures performed on persons which may aerosolize saliva or respiratory tract fluids.

"COVID-19 symptoms" means one of the following: (1) fever of 100.4 degrees Fahrenheit or higher or chills; (2) cough; (3) shortness of breath or difficulty breathing; (4) fatigue; (5) muscle or body aches; (6) headache; (7) new loss of taste or smell; (8) sore throat; (9) congestion or runny nose; (10) nausea or vomiting; or (11) 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. To meet the return to work criteria set forth in subsection (c)(10), a COVID-19 test may be self-administered and self-read only if another means of independent verification of the results can be provided (e.g., a time-stamped photograph of the results).

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"Exposed Group" All employees at a work location, working area, or a common area at work, within employer provided transportation covered by section 3205.3 , or residing within housing covered by section 3205.2, where an employee was present at any time during the infectious period. A common area at work includes bathrooms, walkways, hallways, aisles, break or eating areas, and waiting areas. The following exceptions apply;

A) For the purposed of determining the exposed group, a place where persons momentarily pass through while everyone is wearing face coverings, without congregating, is not a work location, working area, or a common area at work.

B) If the COVID-19 case was part of a distinct group of employees who are not present at the workplace at the same time as other employees, for instance a work crew or shift that does not overlap with another work crew or shift, only employees within that distinct group are part of the exposed group.

C) If the COVID-19 case visited a work location, working area, or a common area at work for less than 15 minutes during the infectious period, and all persons were wearing face coverings at the time the COVID-19 case was present, other people at the work location, working area, or common area are not part of the exposed group.

NOTE: An exposed group may include the employees of more than one employer.

"Face covering" 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 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. This definition includes clear face coverings or cloth face coverings with a clear plastic panel that otherwise meet this definition and which may be used to facilitate communication with people who are deaf or hard-of-hearing or others who need to see a speaker's mouth or facial expressions to understand speech or sign language respectively.

"Infectious period" means the following time period, unless otherwise defined by CDPH regulations or order, in which case the CDPH definition shall apply:

- 1) For COVID-19 cases who develop COVID-19 symptoms: from two days before the date of symptom onset until ten days have passed after symptoms first appeared, or through day five if testing negative on day five or later; AND twenty-four hours have passed with no fever, without the use of fever-reducing medications, and symptoms have improved.
- 2) For COVID-19 cases who never develop COVID-19 symptoms: from 2 days before the positive specimen collection date through ten days (or through day five if testing negative on day five or later) after the date on which the specimen for their first positive test for COVID-19 was collected.

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"Respirator" A respiratory protection device approved by the National Institute for Occupational Safety and Health (NIOSH) to protect the wearer from particulate matters, such as an N95 filtering facepiece respirator.

"Returned case" A COVID-19 case who was excluded from work but returned pursuant to subsection §3205(c)(5)(A) and did not develop any COVID-19 symptoms after returning. A person shall only be considered a returned case for 90 days after the initial onset of COVID-19 symptoms or, if the person never developed COVID-19 symptoms, for 90 days after the first positive test. If a period of other than 90 days is required by a CDPH regulation or order, that period shall apply.

"Worksite" For the limited purposes of this section and §3205.1, means the building, store, facility, agricultural field, or other location where a COVID-19 case was present during the infectious period. It does not apply to buildings, floors, or other locations of the employer that a COVID-19 case did not enter

COVID-19 AS A POTENTIAL WORK-RELATED HAZARD

An employee is potentially exposed to COVID-19 Hazards when near other persons, whether or not the employee is performing an assigned work task.

The City and District will treat all persons as potentially infectious, regardless of symptoms, vaccination status, or negative COVID-19 Test results.

COVID-19 shall be considered a hazard specific to an employee's job assignments and job duties if those assignments and/or duties bring the employee near other persons

MEASURES ADOPTED BY THE CITY TO PREVENT COVID-19 TRANSMISSION AND TO IDENTIFY AND CORRECT COVID-19 HAZARDS AT CITY WORKSITES

The City and District recognizes that COVID-19 is an airborne infectious disease and treats it as such.

When determining measures to prevent COVID-19 transmission and to identify and correct COVID-19 Hazards, the City and District reviews applicable orders and guidance related to COVID-19 from the CDH, DOSH, and the local health department.

The **City** adopted the following measures to prevent COVID-19 transmission and to identify and correct COVID-19 Hazards at City and District Worksites and facilities:

- (1) The City and District investigates COVID-19 illness at the workplace;
- (2) The City and District makes COVID-19 Tests available at no cost to employees to all employees who had a Close Contact COVID-19;

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- (3) The City and District provides Face Coverings to all employees and requires that such Face Coverings are worn when required by regulation or order from the CDPH or local health department:
- (4) The City and District ensures adequate ventilation as required by Cal/OSHA regulations; and,
- (5) The City and District keeps adequate records and completes all required reports.

INVESTIGATING AND RESPONDING TO COVID-19 CASES

In the event that employees test positive for COVID-19 or are diagnosed with COVID-19 by a health care provider, the City and District will instruct the employees to remain at or return to their home or place of residence and not report to a worksite until such time as the employees satisfy the minimum criteria to return to work. An investigation will be conducted to determine who may have had close contact with COVID-19 case.

All employees who had potential COVID-19 close contact in our workplace will be:

- Informed of their possible exposure to COVID-19 in the workplace while maintaining confidentiality, including independent contractors and volunteers
- Offered COVID-19 testing through their health provider or if not covered by insurance offered testing through another provider at no cost during their working hours

The City and District will protect the confidentiality of the COVID-19 cases and will not disclose to other employees the fact that the employees tested positive for or were diagnosed with COVID-19. The City and District will keep confidential all personal identifying information of COVID-19 cases unless expressly authorized by the employees to disclose such information or as other permitted or required under the law.

Contact Tracing

The City and District will collect the following information as part of its investigation:

- (1) The employee's name;
- (2) The employee's contact information;
- (3) The employee's occupation;
- (4) The location where the employee worked;
- (5) The date of the employee's last day at the workplace; and
- (6) The date of the employee's positive COVID-19 Test and/or COVID-19 diagnosis.

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If the City and District determines that there were any COVID-19 close contacts, the City and District will review and follow current CDPH guidance for quarantine and other measures to reduce transmission.

Reporting the Potential Exposure to Other Employees

The City and District will comply with all reporting and recording obligations as required under the law, including, but not limited to, reporting the COVID-19 case to the following individuals and institutions as required based on the individual circumstances: (1) employees who were present at a worksite when the COVID-19 case was present; and (2) subcontracted employees who were present at the worksite.

The City and District will provide COVID-19 testing at no cost to employees during their working hours to all employees who had potential COVID-19 close contact at a worksite.

Investigation to Determine Whether Workplace Conditions Contributed to COVID-19 Exposure

The City and District will conduct an investigation in order to determine whether any worksite conditions could have contributed to the risk of COVID-19 exposure and what could be done to reduce exposure to COVID-19 hazards.

EXCLUSION OF COVID-19 CASES

Where we have a COVID-19 case in our workplace and, in the event of an outbreak, all employees within an Exposed Group who had a close contact, will be excluded from the workplace until our return-to-work requirements are met.

Additionally, we will continue and maintain an employee's earnings, seniority, and all other employee rights and benefits whenever we've demonstrated that the COVID-19 exposure is work related.

RETURN-TO-WORK CRITERIA

The City and District will ensure that COVID-19 cases are excluded from the worksite until the individual satisfies the minimum return to work criteria as noted below:

- COVID-19 cases who do not develop COVID-19 symptoms shall not return to work during their infectious period;
- COVID-19 Cases who develop COVID-19 Symptoms shall not return to work during the shorter of the following: (1) the Infectious Period; or (2) through 10 days after the onset of symptoms and at least 24 hours have passed since a fever of 100.4 degrees Fahrenheit or higher has resolved without the use of fever-reducing medication.

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Regardless of the employee's vaccination status, previous infection, or lack of COVID-19 Symptoms, a COVID-19 Case shall wear a Face Covering in the workplace until 10 days have passed since the date that COVID-19 Symptoms began or, if the COVID-19 Case did not present COVID-19 Symptoms, from the date of their first positive COVID-19 test.

The above requirements shall apply regardless of whether an employee has previously been excluded from the workplace or the City and District took other precautions in response to an employee's Close Contact or membership in an exposed group.

The City and District will provide a COVID-19 Case that is excluded from the workplace information regarding COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws. The City and District will provide the employee information on any benefits available under legally mandated sick leave, if applicable, workers' compensation law, local government requirements, the City and District's own leave policies, and leave guaranteed by contract

Close Contact Exposure

The City and District reviews current CDPH guidance for employees who had a Close Contact, including guidance regarding required or recommended quarantines and other measures intended to reduce the transmission of COVID-19.

The City and District will provide any employee who had a Close Contact and must be excluded from the workplace information regarding COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws. The City and District will provide the employee information on any benefits available under legally mandated sick leave, if applicable, workers' compensation law, local government requirements, the City and District own leave policies, and leave guaranteed by contract

ISOLATION, QUARANTINE AND EXCLUSION ORDERS

If an order to isolate, quarantine, or exclude an employee is issued by a local or state health official, the City and District will not allow any employee who is subject to such order to report to work until the employee satisfies the isolation or quarantine requirements or the order is lifted.

If no violations of local or state health official orders for isolation, quarantine, or exclusion would result, the City and District may request that DOSH allow employees to return to work on the basis that the removal of an employee would create undue risk to a community's health and safety.

In such cases, the City and District would implement effective control measures in order to prevent the transmission of COVID-19 in the workplace, including isolating the employee at the workplace and, if isolation is not feasible, using Respirators

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NOTICE OF WORKPLACE EXPOSURES

When Labor Code §6409.6 or any successor law is in effect, in the event of a workplace COVID-19 exposure, the City and District will provide notice to employees and the employers of independent contractors who were present at the Worksite at the same time as the COVID-19 Case. The City and District will provide such notice in a form readily understandable to employees, as required by Labor Code §6409.6.

When Labor Code §6409.6 or any successor law is in effect, in the event of a workplace COVID-19 exposure, the City and District will provide notice to the authorized representative, if any, of the COVID-19 Case and of any employee who had a workplace COVID-19 exposure as a result of the COVID-19 Case

CORRECTION OF COVID-19 HAZARDS

The City and District will 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 related to the identification and evaluation of COVID-19 hazards and investigating and responding to COVID-19 cases at City worksites.

FACE COVERINGS

The City and District shall provide face coverings to all employees upon request and ensure they are worn by employees when required by orders from CDPH. Employees will ensure required face coverings are clean and undamaged, and they are worn over the nose and mouth. If a face covering is in need of replacement, employees should contact their supervisor to request a new face covering.

When employees are required to wear face coverings, the following exceptions apply:

- A. When an employee is alone in a room or vehicle.
- B. While eating or drinking at the workplace, provided employees are at least six feet apart and outside air supply to the area, if indoors, has been maximized to the extent feasible.
- C. Employees wearing respirators required by the employer and used in compliance with CCR Title 8 §5144.

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- D. Employees who cannot wear face coverings due to a medical or mental health condition or disability or who are hearing-impaired or communicating with a hearing-impaired person. Alternatives will be considered on a case-by-case basis.
- E. Specific tasks that cannot feasibly be performed with a face covering. This exception is limited to the time period in which such tasks are actually being performed.

Any employee not wearing a face covering, pursuant to the exceptions listed in items (d) and (e) above, the City will assess COVID-19 Hazards and take action as necessary based on General Industry Safety Orders, including §3205 and §3203.

The City and District will not prevent or discourage any employee from wearing a Face Covering, including a Respirator, when the use of such a Face Covering is not required by a regulation or order from the CDPH or local health department.

Notwithstanding the above, the City and District may prevent an employee from wearing a Face Covering if the use of such Face Covering would create a safety hazard.

RESPIRATORS

Upon request, the City and District shall provide any employee who is working indoors or in a vehicle with more than one person a Respirator for the employee's voluntary use. The City and District will provide such Respirators at no cost to the employee.

However, the City and District will not provide an employee a Respirator if the City and District determines that the employee's use of such Respirator will itself create a hazard.

If the City and District determines that any voluntary Respirator use is permissible, the City and District will provide the employee information contained in Appendix D to Title 8, §5144 ("Information for Employees Using Respirators When Not Required Under the Standard"). The City and District will ensure that the employee is provided with a Respirator of the correct size, that the employee is trained how to properly wear the Respirator provided, that the employee knows how to perform a seal check according to the manufacturer's instructions each time a Respirator is worn, and that the employee understands that facial hair interferes with a seal.

As part of the provision of Respirators, the City and District will establish and implement those elements of a written Respiratory protection program necessary to ensure that any employee using a Respirator voluntarily is medically able to use that Respirator, and that the Respirator is cleaned, stored, and maintained so that its use does not present a health hazard to the employee.

The City and District will provide Respirators, training, and medical evaluations at no cost to the employee.

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VENTILATION

The City and District will monitor and review CDPH and DOSH guidance regarding ventilation for indoor workplaces, including, but not limited to, the "Interim Guidance for Ventilation, Filtration, and Air Quality in Indoor Environments."

The City and District will evaluate whether current indoor ventilation is adequate in order to reduce the risk of transmission of SARS-CoC-2 if a COVID-19 Case enters the workplace. Where such indoor ventilation is not adequate, the City and District will implement changes as necessary to provide adequate ventilation.

The City and District will require that employees who use vehicles for work-related purposes maximize the supply of outside air inside the vehicle to the extent feasible, except when doing so would cause a hazard to employees or expose them to inclement weather.

In the event of a workplace COVID-19 outbreak, the City and District will comply with the ventilation requirements below, which are set forth at §3205.1.

For the purpose of determining whether there exists an "outbreak," the City and District will consider an "outbreak" to mean three (3) or more employee COVID-19 Cases within an exposed group who have visited the Worksite during their Infectious Period during any 14-day period. The City and District will use this definition unless a CDPH regulation or order defines the term "outbreak" using a different number of COVID-19 Cases or a different time period for determining the existence of a workplace COVID-19 outbreak.

In buildings or structures with mechanical ventilation, the City and District will filter recirculated air with Minimum Efficiency Reporting Value ("MERV")-13 or higher efficiency filters if compatible with the ventilation system. If MERV-13 or higher filters are not compatible with the ventilation system, employers shall use filters with the highest compatible filtering efficiency.

Where ventilation is inadequate to reduce the risk of COVID-19 transmission, the City and District will use High Efficiency Particulate Air ("HEPA") air filtration units in accordance with manufacturers' recommendations in indoor areas occupied by employees for extended periods.

TRAINING AND INSTRUCTION OF EMPLOYEES

The City and District will provide training and instruction under the following circumstances:

- (1) When this CPP is adopted or updated;
- (2) To all new employees;
- (3) To all employees given new job assignments for which training has not previously been received;
- (4) Whenever new substances, processes, procedures or equipment are introduced to the workplace and represent a new hazard;

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- (5) Whenever the City and District is made aware of a new or previously unrecognized hazard; and
- (6) For supervisors to familiarize themselves with the safety and health hazards to which employees under their immediate direction and control may be exposed.

REPORTING, RECORDKEEPING, AND ACCESS

It is the City and District's policy to:

- Report information about COVID-19 cases at a City and District worksite to the local health department whenever required by law, and provide any related information requested by the local health department.
- Maintain records of COVID -19 cases and close contact investigations for two (2) years beyond the period in which the record is necessary to meet the requirements of §3205 and §3205.3.
- Make our written COVID-19 Prevention Program available at the worksite to employees, authorized employee representatives, and to representatives of Cal/OSHA immediately upon request.
- The City and District will retain the notices that the City and District provides to employees, the employers of independent contractors, and employee organization in the event of a workplace COVID-19 exposure for three (3) years in accordance with Labor Code §6409.6(k) or any successor law.

MULTIPLE COVID-19 INFECTIONS AND COVID-19 OUTBREAKS

If there are three or more COVID-19 cases within a 14-day period or a worksite is identified by the local health department as the location of an outbreak, this section of CPP will stay in effect until there are no new COVID-19 cases detected at that worksite for a 14-day period, unless a CDPH regulation or order defines outbreak using a different number of COVID-19 cases and/or different time period. In which case this section applies when the number of cases at the worksite constitutes an outbreak under CDPH's definition.

COVID-19 testing

We will make COVID-19 testing available at no cost to all employees within the exposed group except for employees who were not present during the period of an outbreak identified by a local health department or the relevant 14-day period, or for COVID-19 cases who did not

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develop symptoms after returning to work, no testing is required for 90 days after the initial onset of COVID-19 symptoms or, for COVID-19 cases who never developed symptoms, 90 days after the first positive test. COVID-19 testing will be provided at no cost to employees during employees' working hours.

COVID-19 testing consists of the following:

- Testing shall be made available to all employees in the exposed group and then provided weekly.
- Employees who had close contact may return to work if testing negative after five days from exposure.

All employees in the exposed group shall wear face coverings when indoors or when outdoors and less than six feet from another person.

Notice shall be given to employees in the exposed group of their right to request a respirator for voluntary use if they are not fully vaccinated.

An evaluation of the worksite will be completed to determine whether to implement physical distancing of at least six feet between persons or, where six feet of physical distancing is not feasible, the use of cleanable solid partitions of sufficient size to reduce COVID-19 transmission.

Exclusion of COVID-19 cases

The City and District will ensure COVID-19 cases and employees who had COVID-19 exposure are excluded from the worksite in accordance with our CPP **Exclusion of COVID-19 Cases** and **Return to Work Criteria** requirements, and local health officer orders if applicable.

COVID-19 investigation, review and hazard correction

In addition to the CPP **Identification and Evaluation of COVID-19 Hazards** and **Correction of COVID-19 Hazards**, the City and District will immediately perform a review of potentially relevant COVID-19 policies, procedures, and controls 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 unabated COVID-19 hazards including:
 - Our leave policies and practices and whether employees are discouraged from remaining home when sick.
 - Our COVID-19 testing policies.
 - Insufficient outdoor air.
 - Insufficient air filtration.

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- Insufficient physical distancing.
- Updating the review:
 - Every thirty days that the outbreak continues.
 - In response to new information or to new or previously unrecognized COVID-19 hazards.
 - When otherwise necessary.
- Implementing changes to reduce the transmission of COVID-19 based on the investigation and review. We will consider:
 - Moving indoor tasks outdoors or having them performed remotely.
 - Increasing outdoor air supply when work is done indoors.
 - Improving air filtration.
 - Increasing physical distancing as much as possible.
 - Respiratory protection.

In buildings or structures with mechanical ventilation, we will filter recirculated air with minimum efficiency reporting value (MERV) 13 or higher efficiency filters if compatible with the ventilation system. If MERV-13 or higher filters are not compatible with the ventilation system, we will use filters with the highest compatible filtering efficiency. We will also evaluate whether portable mounted high efficiency particulate air (HEPA) filtration units or other air cleaning systems would reduce the risk of transmission and, if so, will implement their use to the degree feasible.

MAJOR COVID-19 OUTBREAKS

If there are 20 or more COVID-19 cases within a 30-day period, this section of CPP will stay in effect until there are no new COVID-19 cases detected at that worksite for a 14-day period.

COVID-19 testing

In addition to outbreak testing requirements, testing will be required of all employees in the exposed group, regardless of vaccination status twice a week, or more frequently if recommended by the local health department. COVID-19 testing will be provided at no cost to employees during employees' working hours. Employees in the exposed group shall be tested or shall be excluded and follow the return to work requirements of §3205(c)(10) starting from the date that the outbreak begins.

The City and District will also report the outbreak to Cal/OSHA.

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The City and District will provide a respirator for voluntary use in compliance with §5144 (c)(2) to employees in the exposed groups and will determine the need for a respiratory protection program or changes to an existing respiratory protection program under §5144 to address COVID-19 hazards.

Any employees in the exposed group who are not wearing respirators required by this policy and used in compliance with §5144 shall 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 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; staggered arrival, departure, work, and break times; and adjusted work processes or procedures, such as reducing production speed, 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.

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Appendix A

Current CDPH Quarantine Guidance as of 11/09/22

For employees who had a close contact, employers must review CDPH guidance and implement quarantine and other measures 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 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 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 resolving, and a diagnostic specimen* collected on day 5 or later tests negative. • 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. • If an employee is unable or choosing not to test, 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. • If an employee has a fever, 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. • 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. • Employees must wear face coverings around others for a total of 10 days. <p><i>*Antigen test preferred.</i></p>
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Table 2: Employees Who Are Exposed to Someone with COVID-19 – Asymptomatic

<p>For employees who are asymptomatic.</p> <p>Applies to all employees, regardless of vaccination status.</p>	<ul style="list-style-type: none"> • Exposed employees must test within 3 to 5 days after their last close contact. Persons infected within the prior 90 days do not need to be tested unless symptoms develop. • Employees must wear face coverings around others for a total of 10 days after exposure • If an exposed employee develops symptoms, they must be excluded pending the results of a test. • If an exposed employee who develops symptoms is unable to test or choosing not to test, they must be excluded until 10 days after the date of symptom onset. • If an exposed employee tests positive for COVID-19, they must follow the isolation requirements above in Table 1. • Employees are strongly encouraged to get vaccinated and boosted. <p><i>*Antigen test preferred.</i></p>
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Table 3: Employees Who Are Exposed to Someone with COVID-19 - Symptomatic

<p>For employees who are symptomatic.</p> <p>Applies to all employees, regardless of vaccination status.</p>	<ul style="list-style-type: none"> • Symptomatic employees must be excluded and test as soon as possible. Exclusion must continue until test results are obtained. • If the employee is unable to test or choosing not to test, exclusion must continue for 10 days. • 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. • 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.
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	<ul style="list-style-type: none">• For symptomatic employees who have tested positive within the previous 90 days, using an antigen test is preferred.
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