



On the Alert!

Date: June 23, 2021

Attention: ASCIP Members

Affected: All Employees

Applicability: K-12, Community Colleges & Charter Schools

CHANGES TO Cal/OSHA's EMERGENCY TEMPORARY STANDARDS (ETS)

Following the June 17th vote by the Occupational Safety and Health Standards Board to adopt the revised COVID-19 Prevention ETS, Governor Gavin Newsom signed an [executive order](#) to allow the revisions to immediately take effect on June 17th. The revised regulations reflect the state's latest COVID-19 public health guidance. The updates include changes to face coverings and physical distancing requirements. More information on the revised COVID-19 Prevention Emergency Temporary Standards can be found in Cal/OSHA's [Frequently Asked Questions](#).

WHAT IS CHANGING?

No face covering requirements outdoors (except during outbreaks), regardless of vaccination status, though workers should be trained on CDPH recommendations for outdoor use of face coverings.

No physical distancing or barrier requirements regardless of employee vaccination status with a few exceptions during an outbreak.

Employers must evaluate ventilation systems to maximize outdoor air and increase filtrations efficiency, and evaluate the use of additional air cleaning systems

Fully vaccinated employees:

Employers may allow fully vaccinated employees not to wear face coverings indoors in accordance with [CDPH Guidance](#), but must document their vaccination status. The California Department of Public Health has provided [guidance for vaccination status record-keeping](#).

NOTE: For the K-12 Education setting, the requirements for use of face coverings remain while we await further guidance from the CDC and CDPH.

Fully vaccinated employees without symptoms do not need to be tested or quarantined after close contacts with COVID-19 cases unless they have symptoms.

In outbreaks, all employees must wear face coverings indoors and outdoors when six-foot physical distancing cannot be maintained, regardless of vaccination status.

Unvaccinated employees:

Employers must provide with approved respirators for voluntary use when working indoors or in a vehicle with others, upon request.

Federal OSHA has provided [guidance for an ETS Mini Respiratory Protection Program](#) for voluntary employee use of an approved respirator.

WHAT EMPLOYER REQUIREMENTS REMAIN?

- Maintain an effective written COVID-19 Prevention Program.
- Providing effective training and instruction to employees on the employer's prevention plan and their rights under the ETS.
- Providing notification to public health departments of outbreaks.
- Providing notification to employees of exposure and close contacts.
- Requirements to offer testing after potential exposures.
- Requirements for responding to COVID-19 cases and outbreaks.
- Quarantine and exclusion pay requirements.
- *Employers may not retaliate against employees for wearing face coverings.*

Please contact your ASCIP Risk Services Consultant or our Risk Services team at RM_Info@ascip.org for questions or to discuss further.