COVID-19 Workplace Prevention and Outbreak Protocol and Prevention Program

The following pages include protocols for workplace outbreaks for unvaccinated employees or employees who are choosing not to report vaccination status. ***Per Cal OSHA, If an employee's vaccination status is unknown, the employer must treat the employee as unvaccinated.*** These protocols are in line with State Department of Public Health protocols and requirements. If you have been exposed or have symptoms related to COVID-19 contact your primary care physician and then Valley ROP's COVID Representative: Fabrizio Lofaro at 559-876-2122.

Not every situation or scenario will be covered by this protocol. If you have a situation that doesn't fit within the guidelines, contact the Fresno County Department of Public Health at 559-600-3332 during regular business hours Monday-Friday from 8:00am to 5:00pm or call 559-600-INFO (4636) after hours.

Under the Revised Emergency Temporary Standards (ETS), employers must still, among other requirements,

(i) maintain an effective written COVID-19 Prevention Program,

(ii) provide employees with COVID-19 training;

(iii) provide pay continuation to employees who are excluded from the workplace due to COVID-19 (with some exceptions);

(iv) continue daily screening protocols;

(v) continue cleaning protocols (with some modifications); and

(vi) follow statutory law and mandatory guidance regarding tracing, tracking and response efforts to any COVID-19 cases or outbreaks in the workplace.

A number of prior requirements and restrictions, however, have been eased. Important changes in the Revised ETS include the following:

- **Fully vaccinated employees** *do not need to wear face coverings in the workplace* (unless there is an outbreak), but may choose to do so and employers must provide face masks upon request.

- **Fully vaccinated employees and employees who are tested at least weekly** *no longer need to follow physical distancing guidelines*.

- **Employees who are not fully vaccinated** *must still wear face coverings while indoors or in vehicles, subject to certain limited exceptions*; physical distancing, however, is only required indoors and when the employee is not wearing a face covering.

- **Employers must provide respirators** (*e.g.,* N95 mask) upon request for voluntary use *to all employees who are not fully vaccinated* and who are working indoors or in vehicles with more than one person, irrespective of the vaccination status of the other person(s) in the office or vehicle (Cal/OSHA has indicated that a training video on respirator use and fitting is forthcoming);

- **No physical distancing or barrier requirements** regardless of employee vaccination status, except during an outbreak (defined as 3 or more cases in an exposed group of employees within a 14-day period) or major outbreak (defined as 20 or more cases in an exposed group of employees within a 30-day period). For purposes of identifying an outbreak or major outbreak, cases are limited to those among employees at the worksite.

- **Employers must offer COVID-19 testing** at no cost to employees during paid working time to: unvaccinated employees who have COVID-19 symptoms or have had close contact with a COVID-19 case at work; symptomatic vaccinated employees who had close contact with a COVID-19 case at work; and all employees in the case of a major outbreak at work.

- **COVID-19 testing during an outbreak** requires immediate testing of unvaccinated, exposed employees and then again one week later; and thereafter, employers must make COVID-19 testing available once a week to all exposed employees in who remain until the outbreak concludes. Testing is not required for fully vaccinated exposed employees.

- **The required quarantine period** following close contact with a COVID-19 case will not apply to employees (i) who are fully vaccinated and asymptomatic or (ii) who have recovered from COVID-19 within the last 90 days.

Documentation of "Fully Vaccinated" Employees

In order to take advantage of the less strict provisions relating to fully vaccinated employees, an employer must have documentation of an employee's vaccination status based on the new definition of "fully vaccinated." An employer may opt to treat all employees as unvaccinated instead of having a documentation process. Cal/OSHA has issued FAQs, which outline the following acceptable options to document vaccination status:

- Employees provide proof of vaccination (vaccine card, image of vaccine card or health care document showing vaccination status) and employer maintains a copy.
- Employees provide proof of vaccination. The employer maintains a record of the employees who presented proof, but not the vaccine record itself.

According to Cal/OSHA FAQs, employers are not required to inquire as to an employee's vaccination status. If an employee's vaccination status is unknown, the employer must treat the employee as unvaccinated.

What This Means for Employers

California employers covered by the Revised ETS are strongly encouraged to:
1. Review their COVID-19 safety protocols and decide what works best for their workplaces, keeping in mind that employers are permitted, but not required, to make exceptions for fully vaccinated employees;
2. Revise their written COVID-19 Prevention Plans to reflect any changes they have made (an updated model plan from Cal/OSHA is anticipated); and
3. Update COVID-19 safety trainings, to incorporate the changes in the Revised ETS, particularly for fully vaccinated individuals.

Protocol 1: Guidance for employees with COVID-19 symptoms

Employee is experiencing COVID-19-like symptoms, of any of the following, which cannot be attributed to a previous health condition:

- Fever (100.4 or higher), a sense of having a fever or chills.
- New cough, sore throat, runny nose, or shortness of breath that cannot be attributed to another health condition.
- New body aches or excessive fatigue that cannot be attributed to another health condition.

1. Employee should contact their personal care physician for instructions.
2. Employee immediately notifies Valley ROP's COVID Representative

Returning to work Protocols:

A) <u>Any person who has tested positive for COVID-19. Confirmed with lab result.</u>

With Symptoms:
Isolation until the following requirements have been met:
- ✓ 10 days since symptoms first appeared
- ✓ 72 hours* (3 days) with no fever (without the use of fever-reducing medicine) and
- ✓ Symptoms have improved.
- ✓ One Negative Test taken 14 days after the positive test result.

Without Symptoms:
Isolate for 10 days:
- ✓ Monitor self for symptoms, take temperature twice a day
- ✓ Released from isolation after 10 days have passed as long as show no Symptoms
- ✓ One Negative Test taken 14 days after the positive result.

Protocol 2: Guidance for employees exposed but without symptoms: <u>Direct contact</u>

Employee has been in close contact with someone who has recently tested positive for COVID-19 but employee has no symptoms. (Close contact is defined as spending 15 minutes or more, unmasked, within 6 feet of an individual with COVID-19 infection during their infectious period, which includes, at a minimum, the 48 hours before the individual developed symptoms.)

1. Employee should contact their personal care physician for instructions.
3. Employee immediately notifies Valley ROP's COVID Representative

Returning to work Protocols:

B) Any person with close contact with a person who has tested positive for COVID-19 (>15 min, < 6 feet)

✓ Quarantine immediately for 14 days following date of last exposure
✓ Monitor self for symptoms, take temperature twice a day
✓ Employee should contact their personal care physician if is experiencing COVID-19-like symptoms within the Quarantine period. If physician recommends test, and its positive, refer to **Protocol 1**.

C) Any person who lives in the same household with person who has tested positive for COVID-19.

✓ Quarantine for 14 days following date of last exposure including complete separation from the person in your house with COVID-19. This means no contact, no time together in the same room, and no sharing of any spaces, such as same bathroom or bedroom.
✓ Quarantine to continue for 14 days after the person who tested positive completes isolation if unable to avoid exposure to in your house with COVID-19.
✓ Employee should contact their personal care physician if is experiencing COVID-19-like symptoms within the Quarantine period. If physician recommends test, and its positive, refer to **Protocol 1**.

<u>Protocol 3</u>: Guidance for employees exposed but without symptoms: <u>Secondary Contact</u>

Employee has been in close contact with someone who has been in close contact with another person who has recently tested positive for COVID-19 but employee has no symptoms (Close contact is defined as spending 15 minutes or more, unmasked, within 6 feet of an individual)
REFER TO RETURN TO WORK PROTOCOL B