

COVID-19 Workplace Checklist for Cal/OSHA Requirements

Effective Friday, July 30, 2021, at 12:01 a.m., face coverings shall be worn in all indoor public settings, regardless of vaccination status, per the County Health Order, until it is rescinded or amended by the Health Officer.

Effective Tuesday, June 15, 2021, all industry sectors that were subject to capacity restrictions and other requirements under the color coded risk tiers may return to usual operations (with the limited exceptions for [Mega Events](#)).

COVID-19 in the Community

COVID-19 is still causing illness and hospitalizations in Sacramento County. Variants of COVID-19 continue to pose a significant risk.

Vaccinations, sanitation measures and face coverings have helped reduced the spread of COVID-19, but businesses and customers need to remain vigilant.

Face Coverings

Face covering requirements have had multiple updates and directives from different agencies. These requirements may continue to be updated. The basic requirements are listed below. For detailed requirements, exceptions and updates, please refer to the websites in the resources section.

Effective Friday, July 30th at 12:01 a.m., face coverings shall be worn, regardless of vaccination status, over the mouth and nose, in all indoor public settings, venues, gatherings, and workplaces, such as, but not limited to: offices, retail stores, restaurants and bars, theaters, family entertainment centers, conference centers, and State and local government offices serving the public.

Prevention Measures

To continue reducing the spread of COVID-19 within the community, the following prevention measures are still encouraged.

- Provide outdoor options where applicable
- Encourage social distancing where lines and gatherings might occur
- Consider keeping tables spaced at least 6 feet apart
- Provide hand sanitizer for public and employee use

The following prevention measures are recommended everywhere and are required in food facilities (will be checked during inspections).

- Use an approved sanitizer to wipe down surfaces throughout your facility on a routine basis.
- Be sure that all handwashing sinks are always stocked with liquid soap and paper towels.
- Encourage employees who are sick or exhibiting symptoms of COVID-19 to stay home. *Also note, Cal Code section 113949 states that employees with symptoms of gastrointestinal illness (such as vomiting and/or diarrhea) may not engage in any food handling activities.*

Checklist for Workplace and Employees

The Occupational Safety and Health Standards Board adopted revised [COVID-19 Prevention Emergency Temporary Standards](#) (ETS) on June 17, 2021 which will take effect immediately. The following checklist is a summary of requirements for the workplace. For more information, visit Cal/OSHA's website at <https://www.dir.ca.gov/dosh/coronavirus/>

Workplace Checklist

- Fully vaccinated employees without symptoms do not need to be tested or quarantined after close contacts with COVID-19 cases unless they have symptoms.
- 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. See [CDPH Guidance for the Use of Face Coverings](#).
- Face coverings required indoors, regardless of vaccination status.
 - In outbreaks, all employees must wear face coverings indoors and outdoors when six-foot physical distancing cannot be maintained, regardless of vaccination status.
- Must provide unvaccinated employees with approved respirators for **voluntary use** when working indoors or in a vehicle with others, upon request. Refer to [Cal/OSHA Title 8, Section 5144\(c\)\(2\)](#) for information about respirator voluntary use.
- May not retaliate against employees for wearing face coverings.
- No physical distancing or barrier requirements regardless of employee vaccination status with the following exceptions:
 - Employers must evaluate whether it is necessary to implement physical distancing and barriers during an outbreak (3 or more cases in an exposed group of employees)
 - Employers must implement physical distancing and barriers during a major outbreak (20 or more cases in an exposed group of employees)
- No physical distancing requirements whatsoever in the employer-provided housing and transportation regulations.

Employers must

- Require all patrons to wear face coverings for all indoor settings, regardless of their vaccination status; and
 - Post clearly visible and easy-to-read signage at all entry points for indoor settings to communicate the masking requirements to all patrons.
 - In addition, those responsible for indoor public settings are strongly encouraged to provide face coverings at no cost to individuals required to wear them.
- Evaluate ventilation systems to maximize outdoor air and increase filtrations efficiency, and evaluate the use of additional air cleaning systems
- Implement an effective written COVID-19 Prevention Program.
- Provide effective training and instruction to employees on the employer's prevention plan and their rights under the ETS.
- Provide notification to public health departments of outbreaks.
- Provide notification to employees of exposure and close contacts.

Employers should

- Be aware of the requirements to [offer testing](#) after potential exposures.
- Be aware of requirements for responding to COVID-19 cases and outbreaks.
- Be aware of quarantine and exclusion pay requirements.
- Be aware of basic prevention requirements for employer-provided housing and transportation, where applicable.

This guidance document is an overview. For the full requirements, see title 8 sections [3205](#), [3205.1](#), [3205.2](#), [3205.3](#), [3205.4](#)

Resources

- [Sacramento County Public Health Order](#)
- [Sacramento County COVID-19 Information](#)
- [California Department of Public Health \(CDPH\) Beyond the Blueprint for Industry and Business Sectors](#)
- [California Department of Public Health \(CDPH\) Guidance for the Use of Face Coverings](#)
- [Cal/OSHA: Requirements to Protect Workers from Coronavirus](#)
- For business assistance information, contact the [Sacramento Business Environmental Resource Center \(BERC\)](#).
- [Sacramento County Environmental Management Department](#)

Questions

Sacramento County COVID-19 Hotline: (916) 875-2400

Cal/OSHA Consultation: (833) 579-0927

Summary of Revisions

6/15/2021: Initial version

7/29/2021: Updated information regarding required indoor use of face coverings, regardless of vaccination status. Added PHO to Resources section.

PHO: 7/29/2021