

WORKER PROTECTIONS DURING A COVID-19 OUTBREAK

Your employer must take steps to keep you safe if a confirmed outbreak of COVID-19 occurs at your worksite, including the following:

Prevention Plan

- Your employer must have in place a written COVID-19 Prevention Program that identifies, evaluates, and corrects COVID-19 hazards at your workplace and provide training to workers on this prevention plan.

Screening

- Employers must develop and implement a process for screening employees for COVID-19 symptoms.

Notifications

- If 3 or more workers have COVID-19 within a 14-day period, your employer must report this to the Department of Public Health within 48 hours.
- Employers must provide written notice of potential exposure within one business day to all employees and other workers who were at the same worksite as the case during their infectious period.¹

Masks

- Well-fitting masks worn over the mouth and nose are required for all exposed employees when working indoors or in a shared vehicle. Masks are also required outdoors if workers can't maintain 6-ft of space from others.
- Employers must provide well-fitting medical masks, and respirators (e.g., N95, KN95, KF94) to all workers who request them.
- Employers must post signs instructing people to wear a mask.

Testing

- Employers must offer testing to all potentially exposed workers at no additional cost and at least once a week. This does not apply if employees were not at work during the exposure or recently recovered from COVID-19 and do not have symptoms.
- Employers must pay workers for their time to get tested, even if the testing occurs off-site and outside the worker's regular working hours.

Time Off

- Employers must tell workers with COVID-19 and workers who had close contact but did not take a test, that they are not allowed to work until they meet Public Health return-to-work criteria (unless otherwise specified by the Outbreak Investigation Team).
- Employers must offer paid time off (known as exclusion pay) to eligible workers exposed to COVID-19 on the job. Employers cannot retaliate against a worker for requesting this payment.

Ventilation

- Employers must make sure that workspaces have good air flow through the effective use of ventilation systems to promote better ventilation and air quality.

If you have safety concerns about a workplace outbreak

- Talk with your union representative.
- File a complaint with Cal/OSHA by calling 833-579-0927.
- File an anonymous complaint with LA County Department of Public Health by calling 888-700-7995.

¹ For more information about infectious periods visit dir.ca.gov/dosh/coronavirus/COVID19FAQs.html#workCases

² See Public Health return-to-work criteria Table 1 ph.lacounty.gov/acd/ncorona2019/docs/returntoworktables.pdf

³ For more information about exclusion pay visit dir.ca.gov/dosh/coronavirus/COVID19FAQs.html#exclusions

For information on Supplemental Paid Sick Leave see dir.ca.gov/dlse/COVID19Resources/2022-SPSL-FAQs.html

