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## **Employment Update: Cal/OSHA Updated FAQ Regarding CDPH Isolation and Quarantine Guidance**

Cal/OSHA has updated their FAQs page to clarify how the recent changes to the California Department of Public Health (CDPH)'s isolation and quarantine periods affects the exclusion periods for employees under the Cal/OSHA Emergency Temporary Standards (ETS). As a reminder, the Cal/OSHA ETS was updated at the end of last year and the new changes go into effect next week on January 14, 2022. At that time, the CDPH recommendations will replace the exclusion periods and return to work criteria for all workers under the ETS. The new CDPH exclusion periods are listed below and can also be found on the Cal/OSHA FAQ page <https://www.dir.ca.gov/dosh/coronavirus/COVID19FAQs.html#iso>. We recommend printing out the table or this email so that you have the requirements handy when faced with COVID exposures in your workplace.

From now until January 14, the new CDPH isolation and quarantine recommendations supersede the current Cal/OSHA ETS and are effective immediately, except as to fully vaccinated employees, who under the current Cal/OSHA rules are not required to quarantine if they are exposed and they are asymptomatic. After January 14 the CDPH recommendations will control and as noted below fully vaccinated employees who are exposed will have different requirements. In reviewing the new guidelines below note that the difficulty is going to be getting testing in a timely fashion. Without the tests quarantine time periods will not be shortened.

### **Updated Exclusion Periods and Return to Work Criteria Based on CDPH Recommendations:**

- **Employees Who Test Positive for COVID-19** (applies to all employees regardless of vaccination status or symptoms)
  - Must be excluded from the workplace for at least 5 days
  - If employee has no symptoms or their symptoms are resolving:
    - They can return to work after 5 days if they get a negative test (must be collected on day 5 or later)
    - If they are unable to get tested or choose not to, they can return to work after 10 days
  - If employee has symptoms (but not a fever) that are not resolving, they cannot return to work until symptoms are resolving or until 10 days from their positive test
  - If employee has a fever, they cannot return to work until fever resolves
  - Employees must wear face coverings around others for a total of 10 days after the positive test
- **Employees Who Are Exposed to Someone with COVID-19 – Quarantine Required** (applies to employees who are unvaccinated, or vaccinated and eligible for a booster\* but have not received one yet)
  - Must be excluded from the workplace for at least 5 days after last close contact with COVID case and must test on day 5
  - If employee is asymptomatic:
    - They can return to work after 5 days if they get a negative test (must be collected on day 5 or later)
    - If they are unable to get tested or choose not to, they can return to work after 10 days
  - **For asymptomatic vaccinated employees who have not received their booster, they do not have to be excluded from the workplace if they receive a negative test 3-5 days after their last exposure and continue to have no symptoms (many employees likely fall under this category)**
  - If an exposed employee tests positive, they follow the requirements above for positive cases

- If an exposed employee develops symptoms, they must continue to be excluded from work until they get tested and get the results
- Employees must wear face coverings around others for a total of 10 days after exposure

\*Employees are eligible for a booster 6 months after their second dose of Moderna or Pfizer, and 2 months after their first dose of J&J

- **Employees Who Are Exposed to Someone with COVID-19 – No Quarantine Required** (applies to employees who are boosted and employees who are fully vaccinated but not yet eligible for their booster)
  - These employees do not need to quarantine if they do all of the following:
    - Test on day 5 and receive a negative result
    - Wear face coverings around others for a total of 10 days after exposure
  - If an employee tests positive they must follow the recommendation above for positive cases
  - If employees develop symptoms, they must be excluded from the work until they get tested and get the results
  - If you are unable to get your employees tested, the rule under the ETS will apply instead. As of January 14, 2022, the rule for vaccinated close contacts under the ETS is that they do not have to quarantine as long as they are asymptomatic and wear a face covering and maintain 6 ft. of distance from others for 14 days after exposure.