

NEW O.S.H.A. REGULATIONS

ALERT

New O.S.H.A. Regulations Regarding COVID-19 Outbreaks at Your Workplace

TITLE 8, DIVISION 1, CHAPTER 4, SUBCHAPTER 7,
ADOPT SECTION 3205, 3205.1, 3205.2, 3205.3, 3205.4



WHO IS AFFECTED...

COVID-19 CASE

- A person who has a positive COVID-19 test result
- A person who has died due to COVID-19

COVID-19 EXPOSURE

- Being within six feet of a COVID-19 CASE for a cumulative total of 15 minutes or greater over a 24-hour period (REGARDLESS OF THE USE OF FACE COVERINGS)

QUARANTINE REQUIREMENTS...

COVID-19 CASE

- Excluded from the workplace until the “return to work” requirements are met

COVID-19 EXPOSURE

- Excluded from workplace for 14 days after the last known COVID-19 exposure to a COVID-19 CASE (REGARDLESS OF SUBSEQUENT NEGATIVE TEST RESULTS)

RETURN TO WORK REQUIREMENTS...

COVID-19 CASE

- At least 24 hours have passed since a fever of 100.4 or higher has resulted without the use of fever-reducing medications;
- COVID-19 symptoms have improved; AND
- At least 10 days have passed since COVID-19 symptoms first appeared
- A negative COVID-19 test is NOT required for an employee to return to work

COVID-19 EXPOSURE

- 14 days from the time the order to quarantine was effective (REGARDLESS OF SUBSEQUENT NEGATIVE TEST RESULTS)

MINOR OUTBREAKS...

DEFINITION

- Three or more COVID-19 CASES in an exposed workplace within a 14-day period

TESTING REQUIREMENTS

- Employer shall provide **IMMEDIATE** COVID-19 testing to all employees at the exposed workplace (except for employees not present during the time of the exposure)
- Same employees shall be tested a second time, one week later
- After these tests, employers are required to provide COVID-19 testing, of all employees who remain at the workplace, at least once a week until no new COVID-19 CASES are detected in the workplace for a 14-day period
- COVID-19 testing shall be provided at no cost to employees during the employees’ working hours

REPORTING REQUIREMENTS

- Employer shall contact the local health department immediately but no longer than 48 hours after the employer knows, or with diligent inquiry would have known, of three or more COVID-19 CASES within the workplace
- Employer shall continue to give notice to the local health department of any subsequent COVID-19 CASES at the workplace

MAJOR OUTBREAKS...

DEFINITION

- 20 or more COVID-19 CASES in an exposed workplace within a 30-day period

TESTING REQUIREMENTS

- Employer shall provide twice a week COVID-19 testing to all employees present at the exposed workplace during the relevant 30-day period and who remain at the workplace until no new COVID-19 CASES are detected in the workplace for a 14-day period

REPORTING REQUIREMENTS

- Same reporting requirements as above

Visit our COVID-19 page for updates



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TRAINING