

**Date:** June 23, 2021  
**Attention:** ASCIP Members  
**Affected:** All Employees  
**Applicability:** K-12, Community Colleges & Charter Schools

## CHANGES TO Cal/OSHA's EMERGENCY TEMPORARY STANDARDS (ETS)

Following the June 17<sup>th</sup> vote by the Occupational Safety and Health Standards Board to adopt the revised COVID-19 Prevention ETS, Governor Gavin Newsom signed an [executive order](#) to allow the revisions to immediately take effect on June 17<sup>th</sup>. The revised regulations reflect the state's latest COVID-19 public health guidance. The updates include changes to face coverings and physical distancing requirements. More information on the revised COVID-19 Prevention Emergency Temporary Standards can be found in Cal/OSHA's [Frequently Asked Questions](#).

### WHAT IS CHANGING?

**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.

**No** physical distancing or barrier requirements regardless of employee vaccination status with a few exceptions during an outbreak.

Employers must evaluate ventilation systems to maximize outdoor air and increase filtrations efficiency, and evaluate the use of additional air cleaning systems

#### ***Fully vaccinated employees:***

Employers may allow fully vaccinated employees not to wear face coverings indoors in accordance with [CDPH Guidance](#), but must document their vaccination status. The California Department of Public Health has provided [guidance for vaccination status record-keeping](#).

**NOTE: For the K-12 Education setting, the requirements for use of face coverings remain while we await further guidance from the CDC and CDPH.**

Fully vaccinated employees without symptoms do not need to be tested or quarantined after close contacts with COVID-19 cases unless they have symptoms.

In outbreaks, all employees must wear face coverings indoors and outdoors when six-feet physical distancing cannot be maintained, regardless of vaccination status.

#### ***Unvaccinated employees:***

Employers must provide with approved respirators for voluntary use when working indoors or in a vehicle with others, upon request.

Federal OSHA has provided [guidance for an ETS Mini Respiratory Protection Program](#) for voluntary employee use of an approved respirator.

### **WHAT EMPLOYER REQUIREMENTS REMAIN?**

- Maintain an effective written COVID-19 Prevention Program.
- Providing effective training and instruction to employees on the employer's prevention plan and their rights under the ETS.
- Providing notification to public health departments of outbreaks.
- Providing notification to employees of exposure and close contacts.
- Requirements to offer testing after potential exposures.
- Requirements for responding to COVID-19 cases and outbreaks.
- Quarantine and exclusion pay requirements.
- *Employers may not retaliate against employees for wearing face coverings.*

*Please contact your ASCIP Risk Services Consultant or our Risk Services team at [RM\\_Info@ascip.org](mailto:RM_Info@ascip.org) for questions or to discuss further.*