

Date: June 1, 2021

Attention: ASCIP Members

Affected: All Employees

Applicability: K-12, Community Colleges & Charter Schools

May 7, 2021 - COVID-19 Cal/OSHA Updates for Fully Vaccinated Individuals [\(link\)](#)

On May 3, 2021, the California Department of Public Health issued its COVID-19 Public Health Recommendations for Fully Vaccinated People, which provide that fully vaccinated individuals who have had a COVID-19 exposure do not need to quarantine if they are asymptomatic. Thus, per Executive Order N-84-20, such individuals no longer need to be excluded under the COVID-19 Emergency Temporary Standards (ETS). Cal/OSHA has updated the COVID-19 Emergency Temporary Standards FAQs to reflect this change. For employers and workers who want to know what this change means, Cal/OSHA has provided a helpful list of questions and answers regarding this change below.

Q: When must an employer exclude employees from work?

A: Employers must exclude from work employees who are not fully vaccinated if they (1) are COVID-19 cases, or (2) have had COVID-19 exposure. Applying [Executive Order N-84-20](#) and the [new CDPH COVID-19 Public Health Recommendations for Fully Vaccinated Individuals](#), employers must also exclude fully vaccinated employees if they (1) are COVID-19 cases, or (2) have had a COVID-19 exposure and exhibit COVID-19 symptoms. However, employers do not need to exclude fully vaccinated employees who had a COVID-19 exposure who are asymptomatic.

Q: What are the criteria for an employee who is not fully vaccinated and exposed to a COVID-19 case to return to work?

A: Applying [Executive Order N-84-20](#) and the [CDPH quarantine guidance](#), while a 14-day quarantine is recommended, an exposed employee who does not develop symptoms of COVID-19 may return to work after 10 days have passed since the date of last known exposure. Additionally, CDPH has provided guidance permitting health care, emergency response and social services workers to return to work after 7 days with a negative PCR test result

collected after day 5 when there is a critical staffing shortage.

Q: What are the quarantine requirements for a fully vaccinated employee exposed to a COVID-19 case?
A: Applying [Executive Order N-84-20](#) and the [new CDPH COVID-19 Public Health Recommendations for Fully Vaccinated People](#), an exposed employee who does not develop symptoms of COVID-19, does not need to quarantine

Updated language in [Testing](#) Q&A, answer section, third bullet:

- Exclude from the workplace employees who test positive for COVID-19, and exclude employees with COVID-19 exposure unless they are fully vaccinated and do not show any symptoms of COVID-19, and follow the requirements for preserving their pay and benefits.

May 3, 2021 - California Department of Public Health Updates to Guidance for the Use of Face Coverings [\(link\)](#)

The purpose of this guidance is to provide information about when face coverings are required for members of the general public. It does not substitute for existing guidance about physical distancing and hand hygiene. In the workplace, employers subject to the Cal/OSHA COVID-19 Emergency Temporary Standards (ETS), must ensure that all workers are provided and properly wear face coverings as required by the ETS.

Please contact your ASCIP Risk Services Consultant or our Risk Services team at RM_Info@ascip.org for questions or to discuss further.