



Wall And Ceiling Alliance
5726 Sonoma Drive
Pleasanton, CA 94566
(925) 600-0475 Office
(925) 600-0618 Fax
www.wallandceilingalliance.org

Cal/OSHA Updates COVID-19 FAQs to Align with CDPH Guidance on Isolation and Quarantines

The biggest COVID development of the week came on Thursday evening when Cal OSHA issued updated FAQs regarding COVID isolation and quarantine guidelines, thereby bringing California more closely in alignment with the recent CDC Guidelines.

The updated guidelines are quite complicated because they depend on whether the affected person is vaccinated, boosted, booster eligible or unvaccinated. Also, the new guidelines will change on January 14 when the 2nd Re-adoption of the Cal OSHA ETS goes into effect.

Set forth below is a detailed summary of the new isolation and quarantine guidelines that are in effect now through January 13 and below that is a detailed summary of the isolation and quarantine guidelines that will take effect on January 14.

You will also find below two links to the updated Cal OSHA FAQs.

This is complicated stuff, so let us know if you have any questions.

Best regards,

Frank E. Nunes | CEO
Wall and Ceiling Alliance
510.693.2263

Subject: RE: Cal/OSHA Updates COVID-19 FAQs to Align with CDPH Guidance on Isolation and Quarantines

As expected, late yesterday, Cal/OSHA updated its [COVID-19 Emergency Temporary Standards Frequency Asked Questions](#) to address how CDPH's December 30, 2021 isolation guidance affected, if at all, the current Cal/OSHA Emergency Temporary Standard (Cal ETS). In the only FAQ added, Cal OSHA acknowledges that paragraphs 7 & 8 of [Governor Newsom's Executive Order N-84-20](#), which are still in effect, provide that isolation/quarantine obligations in the Cal ETS are superseded to the extent they exceed those recommended by the CDPH or a local health department.

As a result, as of January 14, 2022—when the second readopted Cal ETS takes effect—the CDPH’s updated isolation guidance, with one exception, replaces the exclusion and return to work provisions in sections 3205 (c)(9) and (c)(10). Prior to January 14, 2022, the CDPH updated isolation guidance replaces sections 3205 (c)(9) and (c)(10), with the exception of quarantine rules for fully vaccinated employees. This is because the exclusion period for that group of employees in the current Cal ETS is no longer than that recommended by the CDPH; thus, those provisions are not superseded by EO N-84-20. However, Cal/OSHA is encouraging all employers to begin implementing the new isolation requirements now. Both sets of requirements are set forth below.

We also wanted to let you know that CDPH just issued an [order](#) extending the state-wide masking mandate through February 15, 2022 (previously set to expire on January 15, 2022).

Exclusion Requirements per Cal/OSHA Effective Now – January 13, 2022

COVID Positive Employees (Regardless of Vaccination Status, previous Infection, or Symptoms)

- Must be excluded for a minimum of 5 days from positive test. Can return to work on **day 6** if:
 - A COVID-19 test (antigen preferred) collected on day 5 or later is negative; AND
 - Symptoms are not present OR symptoms are resolving (employee cannot have a fever); AND
 - Wears a face covering around others for 10 days after testing positive.
- May return on **day 11** if:
 - Employee is unable to, or chooses not to, take a COVID-19 test (antigen preferred) on day 5 or later; AND
 - Symptoms are not present OR symptoms are resolving (employee cannot have a fever); OR
 - Symptoms are not resolving but it has been more than 10 days since positive test.
- Must remain excluded if:
 - Has a fever.

Close Contacts – Unvaccinated, Includes Individuals Infected With COVID-19 In the Last 90 Days

- Must be excluded for a minimum of 5 days from last close contact. Can return on **day 6** if:
 - A COVID-19 test (antigen preferred) collected on day 5 or later is negative; AND
 - Symptoms are not present; AND
 - Wears a face covering around others for 10 days after close contact.
- May return on **day 11** if:
 - Employee is unable to (cannot obtain test), or chooses not to, take a COVID-19 test (antigen preferred); AND
 - Symptoms are not present.
- If an employee **tests positive**, follow the exclusion requirements for COVID-19 Positive Employees above.
- If a close contact **develops symptoms**, the employee must be excluded pending test.

Close Contacts – Fully Vaccinated (Regardless of Booster)

- Need not be excluded so long as:
 - Fully vaccinated before close contact; AND
 - Symptoms are not present.

Exclusion Requirements per Cal/OSHA Effective January 14, 2022

COVID Positive Employees (Regardless of Vaccination Status, previous Infection, or Symptoms)

- Must be excluded for a minimum of 5 days from positive test. Can return to work on **day 6** if:
 - A COVID-19 test (antigen preferred) collected on day 5 or later is negative; AND
 - Symptoms are not present OR symptoms are resolving (employee cannot have a fever); AND
 - Wears a face covering around others for 10 days after testing positive.
- May return on **day 11** if:
 - Employee is unable to, or chooses not to, take a COVID-19 test (antigen preferred) on day 5 or later; AND
 - Symptoms are not present OR symptoms are resolving (employee cannot have a fever); OR
 - Symptoms are not resolving but it has been more than 10 days since positive test.
- Must remain excluded if:
 - Has a fever.

Close Contacts – Unvaccinated, Includes Individuals Infected With COVID-19 In the Last 90 Days

- Must be excluded for a minimum of 5 days from last close contact. Can return on **day 6** if:
 - A COVID-19 test (antigen preferred) collected on day 5 or later is negative; AND
 - Symptoms are not present; AND
 - Wears a face covering around others for 10 days after close contact.
- May return on **day 11** if:
 - Employee is unable to (cannot obtain test), or chooses not to, take a COVID-19 test (antigen preferred); AND
 - Symptoms are not present.
- If an employee **tests positive**, follow the exclusion requirements for COVID-19 Positive Employees above.
- If a close contact **develops symptoms**, the employee must be excluded pending test.

Close Contacts - Vaccinated & Booster Eligible (6 months post primary dose for Pfizer/Moderna & 2 months post primary dose for J&J), But Not Yet Received Booster, Includes Individuals Infected With COVID-19 In the Last 90 Days

- Need not be excluded so long as:
 - A COVID-19 test (antigen preferred) collected on day 3-5 following close contact is negative; AND
 - Symptoms are not present; AND
 - Wears a face covering around others for 10 days after close contact.
- If a test cannot be obtained, employee must be excluded for at least 10 days, returning on **day 11**.
- If an employee **tests positive**, follow the exclusion requirements for COVID-19 Positive Employees above.

Close Contacts –Vaccinated and Boosted OR Not yet Booster Eligible

- Need not be excluded so long as:
 - A COVID-19 test (antigen preferred) collected on day 5 following close contact is negative; AND
 - Symptoms are not present; AND

- Wears a face covering around others for 10 days after close contact.
- If a test cannot be obtained, the Cal ETS should be followed. This means wearing a mask and maintaining six feet of distance from others for 14 days following the close contact.
- If an employee **tests positive**, follow the exclusion requirements for COVID-19 Positive Employees above.

Lauren M. Bridenbaugh

Attorney at Law

703.286.3142 direct, 571.369.8713 mobile, 703.552.7679 fax

LBridenbaugh@littler.com



Fueled by ingenuity. Inspired by you.

Labor & Employment Law Solutions | Local Everywhere

1650 Tysons Blvd., Suite 700, Tysons Corner, VA 22102

From: DIR News <DIRNEWS@LISTSERV.DIR.CA.GOV> **On Behalf Of** DIR News

Sent: Thursday, January 6, 2022 7:15 PM

To: DIRNEWS@LISTSERV.DIR.CA.GOV

Subject: Cal/OSHA Updates COVID-19 FAQs to Align with CDPH Guidance on Isolation and Quarantines

If there are problems with how this message is displayed, this news release can be viewed [online](#).



N E W S R E L E A S E

Release Number: 2022-03

Date: January 6, 2022

Cal/OSHA Updates COVID-19 FAQs to Align with CDPH Guidance on Isolation and Quarantines

Oakland—Cal/OSHA today updated its [FAQs on COVID-19 Prevention Emergency Temporary Standards \(ETS\)](#) to incorporate new [guidance from the California Department of Public Health \(CDPH\) on isolation and quarantine periods](#).

In December 2020, Governor Newsom issued [Executive Order N-84-20](#), which states that the recommended isolation and quarantine periods in the ETS will be overridden by any CDPH applicable isolation or quarantine recommendation if the ETS periods are longer than those recommended by CDPH.

Cal/OSHA helps protect workers from health and safety hazards on the job in almost every workplace in California. Employers who have questions or need assistance with workplace safety and health programs, including assistance with developing a COVID-19 prevention program at their worksite, can call [Cal/OSHA's Consultation Services Branch](#) at 800-963-9424.

Workers who have questions about COVID-19 hazards at work can call 833-579-0927 to speak with a Cal/OSHA representative during normal business hours. Complaints about workplace safety and health hazards can be filed confidentially with [Cal/OSHA district offices](#).

Media Contact: Communications@dir.ca.gov, (510) 286-1161

Employers with Questions on Requirements May Contact: InfoCons@dir.ca.gov or call your [local Cal/OSHA Consultation Office](#)

#

The [California Department of Industrial Relations](#), established in 1927, protects and improves the health, safety, and economic well-being of over 18 million wage earners, and helps their employers comply with state labor laws. DIR is housed within the [Labor & Workforce Development Agency](#).