

- Control of Harmful Exposures: Employers may need to implement engineering and administrative controls and respiratory protection — [5141](#)
- Respiratory Protection: Respirators must be labeled as certified by NIOSH and must not present a hazard to the user — [5144](#)

WARNING: Surgical and other non-respirator face masks do not protect persons from airborne infectious disease.

Resources

Cal/OSHA

Cal/OSHA Guidance on Requirements to Protect Workers from Coronavirus:

www.dir.ca.gov/dosh/coronavirus/Health-Care-General-Industry.html

California Department of Public Health

Coronavirus Disease 2019 (COVID-19):

www.cdph.ca.gov/Programs/CID/DCDC/Pages/Immunization/nCOV2019.aspx

Centers for Disease Control and Prevention

Coronavirus Disease 2019 (COVID-19):

www.cdc.gov/coronavirus/2019-ncov/index.html

Protecting and improving the safety and health of working men and women in California

The California Division of Occupational Safety and Health, also known as Cal/OSHA, is the state agency that enforces workplace safety and health standards.

Cal/OSHA investigates workplace accidents and complaints of unsafe or unhealthy working conditions.



Please visit Cal/OSHA's website:

www.dir.ca.gov/dosh

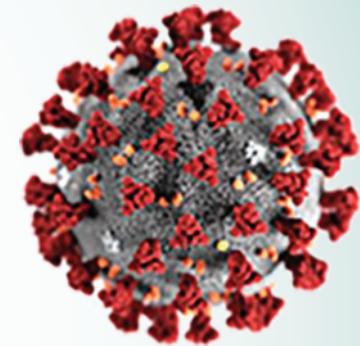
For assistance, employers may contact Cal/OSHA Consultation Services:

1-800-963-9424



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Guidance for Protecting Workers from Coronavirus (COVID-19) in General Industry



Graphic credit: Centers for Disease Control and Prevention



Cal/OSHA's regulations require protection for workers exposed to airborne or droplet transmissible diseases, such as the 2019 novel coronavirus disease (COVID-19), first identified in Wuhan, China in December 2019.

Common signs and symptoms of this illness include fever, cough, and difficulty breathing, with severity ranging from mild symptoms to death. The time from exposure to symptom onset ranges from 2 to 14 days. The virus can be spread from person-to-person by inhalation or by touching a contaminated surface, then touching the eyes, nose, or mouth.

Employers and employees should review their own health and safety procedures as well as the recommendations and standards detailed below to ensure workers are protected.

Employers Covered by the ATD Standard

Cal/OSHA requires employers covered by the Aerosol Transmissible Diseases (ATD) standard (California Code of Regulations, title 8, section 5199) to protect employees from diseases and pathogens transmitted by aerosols, such as COVID-19. The ATD standard applies to:

- Hospitals, skilled nursing facilities, clinics, medical offices, outpatient medical facilities, home health care, long-term health care facilities, hospices, medical outreach services, medical transport, and emergency medical services.
- Certain laboratories, public health services, and police services that are reasonably anticipated to expose employees to an aerosol transmissible disease.
- Correctional facilities, homeless shelters, and

drug treatment programs.

- Any other locations when Cal/OSHA informs employers in writing that they must comply with the ATD standard.

Employers covered by the ATD standard should review section 5199 for further information. www.dir.ca.gov/title8/5199.html

Employers Not Covered by the ATD Standard

Cal/OSHA recommends employers not covered by the ATD standard follow recommendations from the Centers for Disease Control and Prevention (CDC) (see Resources). These guidelines include infection prevention measures, including:

- Actively encouraging sick employees to stay home.
- Sending employees with acute respiratory illness symptoms home immediately.
- Providing information and training to employees on:
 - Cough and sneeze etiquette.
 - Hand hygiene.
 - Avoiding close contact with sick persons.
 - Avoiding touching eyes, nose, and mouth with unwashed hands.
 - Avoiding sharing personal items with co-workers (i.e., dishes, cups, utensils, towels).
 - Providing tissues, no-touch disposal trash cans, and hand sanitizer for use by employees.
- Performing routine environmental cleaning of shared workplace equipment and furniture (disinfection beyond routine cleaning is not recommended).
- Advising employees to check CDC's Traveler's Health Notices prior to travel.

The CDC guidelines also contain recommendations for creating an infectious disease outbreak response plan to be followed in the event of an outbreak. These response plans include one or more of the following:

- Allowing flexible worksites, telecommuting, and flexible work hours to increase physical distance among employees.
- Using other methods of minimizing exposure between employees, and between employees and the public.
- Postponing or canceling large work-related meetings or events.

Additional Cal/OSHA Regulations for Workplaces Where There is Significant Risk of Exposure

Many title 8 regulations apply to all employers and may be applicable to protect employees from exposure to the coronavirus where there is a significant risk in the workplace:

- Injury and Illness Prevention Program (IIPP): All employers must determine if COVID-19 infection is a hazard in their workplace, and if it is, implement prevention measures and training — [3203](#)
- Washing Facilities: Required in all workplaces — [1527](#), [3366](#), [3457](#), [8397.4](#)
- Personal Protective Equipment (PPE): Employers must conduct a hazard assessment to determine and provide proper PPE — [3380](#)



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