



## Cal/OSHA COVID-19 REVISED ETS TRAINING

June 2021

The Occupational Safety and Health Standards Board posted new revisions to the COVID-19 Prevention Emergency Temporary Standards (ETS) that incorporate the latest California Department of Public Health guidance. As required by the new revisions, this training provides a summary of the updates, but you are encouraged to review the latest information on the revisions on Cal/OSHA's Frequently Asked Questions page. QR Code provided below.



### ***What's NEW?***

- The revised ETS includes new language regarding face coverings for all employees and the employer's responsibility.

### ***Face Coverings:***

- Face coverings are required indoors and in vehicles for employees not fully vaccinated while with others.
- Fully vaccinated employees who have voluntarily provided vaccination status to their employer do not need to wear a face covering.
- Face coverings are not required outdoors; however, employers must communicate to workers that face coverings are recommended for persons not fully vaccinated outdoors where six feet of physical distancing cannot be maintained.
- Employers must provide face coverings to persons not fully vaccinated and make them available to vaccinated persons upon request.

### ***Documentation for Fully Vaccinated Employees:***

- Vaccination status must be documented by the employer should an employee choose not to wear a face covering.
- The revised ETS does not specify a particular method of documentation.
- The employer must have record of the vaccination status for any employee not wearing a face covering where required and must be kept confidential.
- Acceptable options include:
  - Employees provide proof of vaccination (vaccine card, image of vaccine card or health care document showing vaccination status) and employer maintains a copy.
  - Employees provide proof of vaccination. The employer maintains a record of the employees who presented proof, but not the vaccine record itself.
  - Employees self-attest to vaccination status and employer maintains a record of who self-attests. Reference FAQ webpage: <https://www.dir.ca.gov/dosh/coronavirus/Revisions-FAQ.html#faceCoverings>.



#### ***Documenting Vaccinated Status:***

- Employers must use one of the acceptable options listed above to record vaccination status for any employee not wearing a face covering where required.
- Employees have the right to decline to state if they are vaccinated or not. In that case, the employer must treat the employee as unvaccinated and must not take disciplinary or discriminatory action against the employee.

#### ***Physical Distancing:***

- The revised ETS is like rule changes for the general public in California that eliminate physical distancing and barrier requirements regardless of vaccination status.

#### ***Use of Respirators:***

- In the revised ETS, “respirator” refers to a National Institute for Occupational Safety & Health (NIOSH) approved N95 filtering face piece.
- The revised ETS requires employers to make respirators available for employees who choose to wear one voluntarily.
- Employers must provide information regarding the proper wear, care, and limitations for the voluntary use of respirators according to Cal/OSHA [Title 8 GISO 5144 Appendix D](#). QR Code provided below.
- Each employer is responsible for making them available for their own employees.



#### ***Visitors and Guests:***

- The revised ETS is an employer responsibility.
- The revised ETS applies to all employees in the workplace.
- All employers must communicate revised ETS requirements to their employees, subcontractors, guests, and visitors.

#### ***Training and Documentation:***

- Employers must train all employees on the revised ETS.
- Employers must document training conducted.

