

# AB685

## NEW CALIFORNIA NOTICE AND REPORTING

### NOTIFICATION FOR POSITIVE CONFIRMED CASE/"QUALIFYING INDIVIDUAL"\*

#### Requires notice within 1 business day to:

- All employees at the same worksite who worked during the infectious period\*
- All employees who may have been exposed and to their exclusive representative
- All employees, their exclusive representative, and employers of subcontracted employees
  - ▶ Notice to this group must also include "a disinfection and safety plan" issued by the CDC

#### Must be:

- In writing (may be communicated by email, text message, or handouts)
- Given such that the information is "anticipated to be received by the employee within 1 business day"
- Given such that the information provides potential COVID-19 benefits that are available
- In both English and the language that a majority of the workforce understands

### NOTIFICATION OF AN "OUTBREAK"\*

#### Requires notice within 48 hours after becoming aware of outbreak to local public health agencies in the jurisdiction of the worksite

#### Must include:

- Name
- Phone Number
- Occupation
- Worksite Location
- Worksite NAICS Industry Code

### CAL/OSHA'S AUTHORITY

**Authorizes new emergency police power to issue Orders Prohibiting Use (OPU)**

**Permits Cal/OSHA to close workplaces that constitute an imminent hazard to employees due to COVID-19, without the normal due process requirements of a notice.**

**Requires Cal/OSHA to post a notice in a conspicuous place at workplace upon issuance of an OPU**

#### \*Definitions:

"Qualifying individual": any person who falls within one of the following categories: (a) Laboratory-confirmed case of COVID-19; (b) Positive COVID-19 diagnosis from a licensed healthcare provider; (c) COVID-19 related isolation order issued by a public health official; or (d) Death due to COVID-19 as determined by the County Public Health Department.

"Infectious period": 2 days before the first development of symptoms and ends after: (a) 10 days have passed since symptoms first appeared; (b) 24 hours without a fever; (c) and other symptoms have improved. "Infectious period" for asymptomatic individuals: 2 days before the specimen for first positive COVID-19 test was taken and ends two days after the COVID-19-positive specimen was collected.

"Outbreak": defined as 3+ laboratory-confirmed cases of COVID-19 among employees who live in different households within a 2 week period.

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