

Critical Bulletin

UPDATE: COVID-19 Prevention Requirements

February 18, 2025

As of February 03, 2025, there will no longer be a specific set of regulatory requirements relating to COVID-19 prevention in the workplace, except for the recordkeeping subsection 3205(j) that will remain in effect until **February 03, 2026**.

Subsection 3205(j). COVID-19 Reporting and Recordkeeping

- It requires that the employer keep a record of and track all COVID-19 cases with:
 - Employee's name
 - Contact information
 - Occupation
 - Location where the employee worked
 - Date of the last day at the workplace
 - Date of the positive COVID-19 test and/or COVID-19 diagnosis.
- These records **must be retained for two years** beyond the period in which the record is necessary to meet the requirements of this section.
- It also requires that information on COVID-19 cases be provided to the local health department with jurisdiction over the workplace, CDPH, the Division, and NIOSH immediately upon request, and when required by law.

Continue to Maintain a Safe and Healthy Workplace

Employers will still be required to maintain a safe and healthful place of employment as required by Labor Code section 6400, and must establish, implement, and maintain an effective Injury and Illness Prevention Program (IIPP) as required by Title 8, California Code of Regulations, section 3203.

Continue to Mitigate COVID-19 in the Workplace

If an employer identifies COVID-19 as a workplace hazard at their place of employment, then the employer must identify, evaluate, and correct any unsafe or unhealthy conditions, work practices, or work procedures that are associated with COVID-19. Your prior COVID-19 Prevention Plan is a useful guide to manage these procedures. Please note, many guidances are no longer in effect and is for historical purposes only. For more information see the CDC [Respiratory Viruses](#) page. When sick visit the CDC [Preventing Spread of Respiratory Viruses When You're Sick](#).

FREQUENTLY ASKED QUESTIONS	DETAILS / UPDATES
<p>Is the COVID-19 non-emergency regulation still in effect?</p>	<ul style="list-style-type: none"> • NO, the COVID-19 non-emergency regulation is NOT in effect as of February 03, 2025, except for the recordkeeping subsections that will remain in effect until February 03, 2026.
<p>Is the COVID-19 Prevention Plan (CPP) still required?</p>	<ul style="list-style-type: none"> • NO, the COVID-19 Prevention Plan (CPP) is NOT required. Employers will still be required to maintain a safe and healthful place of employment as required by Labor Code section 6400, and must establish, implement, and maintain an effective Injury and Illness Prevention Program (IIPP) as required by Title 8, California Code of Regulations, section 3203.
<p>Is reporting and recordkeeping still required?</p>	<ul style="list-style-type: none"> • YES, Subsection 3205(j), which deals with reporting and recordkeeping, remains in effect until February 3, 2026. It requires that the employer keep a record of and track all COVID-19 cases with the employee's name, contact information, occupation, location where the employee worked, the date of the last day at the workplace, and the date of the positive COVID-19 test and/or COVID-19 diagnosis. • These records must be retained for two years beyond the period in which the record is necessary to meet the requirements of this section. It also requires that information on COVID-19 cases be provided to the local health department with jurisdiction over the workplace, CDPH, the Division, and NIOSH immediately upon request, and when required by law. • Read Cal/OSHA's FAQs on recording and reporting COVID-19 cases.
<p>What do I do if someone has been in close contact or has symptoms?</p>	<ul style="list-style-type: none"> • You should encourage employees to let supervisors know if they think they have been in close contact with a COVID-19 case or if they have symptoms. Workers should stay home unless they need medical care. Employers must provide at least 5 days or 40 hours of paid sick leave per year to their employees in California. Provide workers with information on how they can request and use paid sick leave benefits. • Employees infected with COVID-19 and have symptoms must be excluded from the workplace as follows: <ul style="list-style-type: none"> ○ Until 24 hours have passed with no fever, without the use of fever-reducing medications, AND ○ Their symptoms are mild and improving. ○ Employees infected with COVID-19 who do not have symptoms do not need to be excluded. If symptoms develop, the criteria above will apply. • Note that for employees that have close contact with others who are COVID-19-positive during the infectious period, employers

	must review current CDPH and local health department COVID-19 orders and guidance.
What are the testing recommendations?	<ul style="list-style-type: none"> • Diagnostic testing is recommended for all people with new symptoms of COVID-19. • Diagnostic testing is recommended for <u>exposed</u> people without symptoms who are at higher-risk of severe COVID-19 infection and may benefit from treatment if infected or who have contact with people at higher-risk for severe infection.
Where can I find County and State Information regarding COVID-19?	<ul style="list-style-type: none"> • San Bernardino County • Los Angeles County • Riverside County • CA COVID-19 School Readiness Hub

Cal/OSHA recommends the guidance, educational materials, model programs and plans, and other resources that are provided below, be reviewed with an employer's existing procedures to ensure that workers are protected.

Archived [COVID-19 Prevention Emergency and Non-Emergency Information](#)

K-12 GUIDANCE

New guidance has been released for K-12 schools and child-care settings to mitigate the spread of communicable diseases for the 2024-2025 school year, by the California Department of Public Health (CDPH), in collaboration with California Department of Education (CDE), and California Department of Social Services.

Further information can be found here:

- [Public Health Guidance for TK–12 Schools and Child Care Settings to Support Safe In-Person Services and Mitigate the Spread of Communicable Diseases](#)

FREE AT-HOME COVID-19 TESTING KITS

Now available, U.S. households are eligible to order 4 free COVID-19 tests at www.COVIDTests.gov. The COVID-19 tests will detect current COVID-19 variants and can be used through the end of the year. Many COVID-19 tests have extended expiration dates, so you may be able to use your COVID-19 tests after the expiration date that is printed on the box. To find out if your test has an extended expiration date, check the [list of extended expiration dates](#).

DISPOSAL OF EXPIRED COVID-19 TESTING KITS

What should we do with leftover or expired testing supplies?

- OTC/at-home test brands have had formal extensions by the FDA and are valid for many months after the date printed on the box. [Check FDA's website to see if your COVID-19](#)

tests' expiration dates have been extended. OTC/at-home tests can be disposed of in the regular trash.

REFERENCES AND RESOURCES

- [Guidance for K–12 Schools and Child Care Settings to Mitigate the Spread of Communicable Diseases](#)
- School Guidance and Additional Resources: [CA Safe Schools for All Hub](#)
- [Preventing Spread of Respiratory Viruses When You're Sick](#). [Cal/OSHA Enforcement Branch](#)
- [Wash your hands](#)

For additional questions please contact California Schools Risk Management (909) 763-4900

NOTE: As information routinely changes with updates in data tracked by the state, the information shared in this critical bulletin is up to date as of the publication date. CSRM encourages members to continue to monitor updates from local health departments, Cal/OSHA, and the Center for Disease Control (CDC). Cal/OSHA suggests when conflicts arise with publications, follow California Department of Public Health (CDPH) guidance.