



# COVID-19 Prevention Program (CPP) for Western Placer Unified School District

This CPP is designed to control exposures to the SARS-CoV-2 virus that may occur in our workplace.

**Date: August 2022**

## Authority and Responsibility

Kerry Callahan, Superintendent (or designee) has overall authority and responsibility for implementing the provisions of this CPP in our workplace. In addition, all managers and supervisors are responsible for implementing and maintaining the CPP in their assigned work areas and for ensuring employees receive answers to questions about the program in a language they understand.

All employees are responsible for using safe work practices, following all directives, policies and procedures, and assisting in maintaining a safe work environment.

All directives, policies and procedures are to be applied consistently at all schools and departments districtwide. The following schools are included in the District CPP:

- Carlin C Coppin Elementary
- Creekside Oaks Elementary
- First Street Elementary
- Foskett Ranch Elementary
- Lincoln Crossing Elementary
- Scott M Leaman Elementary
- Sheridan Elementary
- Twelve Bridges Elementary
- Glen Edwards Middle School
- Twelve Bridges Middle School
- Lincoln High School
- Twelve Bridges High School
- Phoenix Continuation High School
- Atlas Learning Academy

Specific applications for each school, if applicable, are included in this document.

## Identification and Evaluation of COVID-19 Hazards

The District has conducted a workplace-specific assessment to identify all interactions, areas, activities, processes, equipment, and materials that could potentially expose employees to COVID-19 hazards.

The District will take universal precautions and treat all persons, regardless of symptoms or negative COVID-19 test results, as potentially infectious.

**August 2022 – Updated to reflect Exclusion of employees with COVID-19. The requirements for employees who test positive for COVID-19 have been updated to reflect the most recent June 9, 2022 [CDPH Isolation and Quarantine Guidance](#).**

05/02/22 - Updated to reflect mask recommendations and exposure protocols & Cal/Osha COVID-19 ETS May 6, 2022

01/07/22 - Updated to reflect CDC guidance regarding Return to Work Criteria

12/17/21 - Updated to reflect Occupational Safety and Health Standards Board adopted revisions to the COVID-19 Prevention Emergency Temporary Standards and latest recommendations from the California Department of Public Health.

The District implements the following in our workplace:

- Conduct workplace-specific evaluations as needed using the **Appendix A: Identification of COVID-19 Hazards** form.
- Evaluate employees' potential workplace exposures to all persons at, or who may enter, our workplace.
- Develop and implement COVID-19 policies and procedures to respond effectively and immediately to individuals at the workplace who are a COVID-19 case to prevent or reduce the risk of transmission in the workplace
- Review applicable orders and general and industry-specific guidance from the State of California, Cal/OSHA, and the local health department related to COVID-19 hazards and prevention including:
  - including:
    - [Cal/OSHA-CDPH Interim Guidance for Ventilation, Filtration, and Air Quality in Indoor Environment.](#)
    - [CDPH Face Covering Requirements.](#)
    - [CDPH Isolation and Quarantine Guidance.](#)
    - [Applicable CDPH Employees & Workplaces Guidance.](#)
- Evaluate existing COVID-19 prevention controls in our workplace and the need for different or additional controls, including maximizing the effectiveness of ventilation and air filtration.
- Conduct periodic inspections using the **Appendix B: COVID-19 Inspections form** as needed to identify unhealthy conditions, work practices, and work procedures related to COVID-19 and to ensure compliance with our COVID-19 policies and procedures.
- Evaluation of employees' potential workplace exposure to all persons at the workplace or who may enter the workplace, including coworkers, employees of other entities, members of the public, customers or clients, and independent contractors. Employers shall consider how employees and other persons enter, leave, and travel through the workplace, in addition to addressing fixed work locations.
- The District communicates out to all employees COVID-19 protocols and guidelines. ○ .

### **Employee participation**

Employees and their authorized employees' representatives are encouraged to participate in the identification and evaluation of COVID-19 hazards by:

- All employees are encouraged to contact their school or department administrator if they identify a COVID-19 hazard or concern, which will then be forwarded to the Superintendent or designee to clarify and/(or remedy).
- A weekly COVID meeting is held (virtually) as needed to go over any concerns or new/updated information with representation from all bargaining units and administration.

### **Employee screening**

The District has implemented a process for screening employees for and responding to employees with COVID-19 symptoms.

- Employees are to self-screen prior to coming into work each work day.
- Employees will take note if they have any COVID-like symptoms that cannot be attributed to any pre-existing conditions such as allergies.
- If they have COVID-like symptoms, especially fever, they are to remain home, alert their supervisor, and submit their absence. Additionally, they should take a At-Home COVID test. If the test is negative and symptoms are resolving, they may return to work, provided they are free of any fever without the use of fever reducing medications. They should take the [test submission site](#)
- If the test is positive If they test positive for COVID, here is a "checklist" of steps before they can return to work; the steps are the same regardless of vaccination status:

1. They must inform their supervisor as soon as possible; if they are at work when they get their test results, they should go home as soon as possible.
2. They should be ready to provide their supervisor with information on when they first felt symptomatic, and who any possible close contacts are (a close contact is anybody they shared the same indoor space with for more than 15 minutes in a 24 hour period.)
3. The day they first felt symptomatic, or the day they took the test that provided the positive result, whichever is earlier, is considered "Day Zero."
4. On Day 5, they can take another COVID test. If (1) the result is negative **AND** if (2) the symptoms are getting better **AND** if (3) they have no fever without the use of fever reducing medications, they may return to work on Day 6, or any day thereafter when **ALL THREE** of the items listed in this item (item 4) are true. To show evidence of a negative test result (they may use an at home test), submit a photo with the date and time of the negative test along with an image of the negative test result to this link: [test submission site](#) . Please wait to hear from their supervisor or Mike Maul before returning to work.
5. On Day 11, they may return to work regardless if they continue to test positive, **as long as they don't have a fever.**
6. **Any employee who tested positive and comes back before Day 11 through the process identified in item 4 above must wear a tight fitting mask through Day 10 while at work near other staff members or students.**

## Correction of COVID-19 Hazards

The District has implemented policies and/or procedures for correcting unsafe or unhealthy conditions, work practices, policies and procedures in a timely manner based on the severity of the hazard. The district will record Covid-19 hazards and corrections and maintain those records at the District Office. Unsafe or unhealthy work conditions, practices or procedures will be documented on the **Appendix B: COVID-19 Inspections** form, and corrected in a timely manner based on the severity of the hazards, as follows:

- The District will conduct periodic inspections as needed to identify unhealthy conditions, work practices, and work procedures related to COVID-19 and to ensure compliance with employers' COVID-19 policies and procedures.
- All employees are encouraged to contact their school or department administrator if they identify a COVID-19 hazard or concern, which will then be forwarded to the Superintendent or designee to clarify and/(or remedy). .

## Control of COVID-19 Hazards

### Physical Distancing

Physical distancing, both inside and outside, is not required except in an outbreak. Plexiglas partitions may be used but are not required between workstations, work areas, and at the front desks.

### Face Coverings

The District will have available clean, undamaged face coverings and highly recommends staff, students and visitors properly wear them over the nose and mouth when indoors. If an N95 is requested one will be provided along with the required training on properly fitting this style of mask.

We will not prevent any employee from wearing a face covering when it is not required unless it would create a safety hazard, such as interfering with the safe operation of equipment.

Face coverings will also be provided to any employee that requests one, regardless of their vaccination status.

The District will communicate out to non-employees that face coverings are highly recommended but not required on their premises.

### **Engineering controls**

For indoor locations, using Appendix B, we identify and evaluate how to maximize, to the extent feasible, ventilation with outdoor air using the highest filtration efficiency compatible with our existing ventilation system, and whether the use of portable or mounted High Efficiency Particulate Air (HEPA) filtration units, or other air cleaning systems, would reduce the risk of transmission

### **Shared tools, equipment and personal protective equipment (PPE)**

- PPE must not be shared, e.g., face coverings, gloves, goggles and face shields/drapes.

### **Hand sanitizing**

- In order to implement effective hand sanitizing procedures, the District will evaluate its handwashing facilities, determine the need for additional facilities, encourage and allow time for employee handwashing, and provide employees with an effective hand sanitizer. Employers shall encourage employees to wash their hands for at least 20 seconds each time. Provision or use of hand sanitizers with methyl alcohol is prohibited.
- Hand sanitizer will be available in all public areas, offices, classrooms, meeting rooms and common work areas.

### **Personal protective equipment (PPE) used to control employees' exposure to COVID-19**

The District will evaluate the need for PPE (such as gloves, goggles, and face shields) as required by CCR Title 8, section 3380, and provide such PPE as needed.

Upon request, we provide respirators for voluntary use to all employees who are working indoors or in vehicles with more than one person. If an N95 is requested one will be provided along with the required training on properly fitting this style of mask.

We provide and ensure use of respirators in compliance with section 5144 when deemed necessary by Cal/OSHA.

We also provide and ensure use of eye and respiratory protection when employees are exposed to procedures that may aerosolize potentially infectious material such as saliva or respiratory tract fluids.

### **Testing of employees**

We make COVID-19 testing available at no cost, during paid time, to all employees:

- Who had close contact in the workplace; or
- Who have COVID-19 symptoms, and
- During outbreaks and major outbreaks (see below for further details).

### **Investigating and Responding to COVID-19 Cases**

This will be accomplished by using the **Appendix C: Investigating COVID-19 Cases** form.

Employees who had potential COVID-19 exposure in our workplace will be:

- Offered COVID-19 testing at no cost during their working hours.

### **System for Communicating**

Our goal is to ensure that we have effective two-way communication with our employees, in a form they can readily understand, and that it includes the following information:

- All employees of the District are to, without fear of reprisal, report to their Site Principal or Department Director any of the following:

- **COVID-19 symptoms:** If any employee is experiencing any of the identified symptoms of COVID-19
  - **Possible COVID-19 exposures:** If any employee has been exposed or possibly exposed to an individual who is positive for, or has been diagnosed with COVID-19.
  - **Possible COVID-19 hazards at the workplace:** If any employee becomes aware of a possible hazard in the workplace that could increase the likelihood of exposure to COVID-19.
- Once an employee has reported any of the above, site principals and/or department directors will work with the Personnel department to follow County Covid-19 Protocols.
  - Procedures for accommodating employees with medical or other conditions that put them at increased risk of severe COVID-19 illness.
  - Any employee who would like to request an accommodation is encouraged to reach out to the WPUSD Personnel department.

### **Access to COVID-19 Testing**

If testing is required in accordance with this written program, the District shall inform any affected employees of the reason for the COVID-19 testing and the possible consequences of a positive test. The District will work with its employees who are symptomatic and/or have been exposed to provide testing options that are free of cost to the employee.

### **Training and Instruction**

The District has developed a training program for all employees (Public School Works) with instructions to employees that include, but not limited to, the following:

- Our COVID-19 policies and procedures to protect employees from COVID-19 hazards.
- Information regarding COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws.
- The fact that:
  - COVID-19 is an infectious disease that can be spread through the air.
  - COVID-19 may be transmitted when a person touches a contaminated object and then touches their eyes, nose, or mouth.
  - An infectious person may have no symptoms.
- The fact that particles containing the virus can travel more than six feet, especially indoors, so physical distancing should be combined with other controls, including face coverings and hand hygiene, to be effective.
- The importance of frequent hand washing with soap and water for at least 20 seconds and using hand sanitizer when employees do not have immediate access to a sink or hand washing facility, and that hand sanitizer does not work if the hands are soiled.
- Proper use of face coverings and the fact that face coverings are not respiratory protective equipment - face coverings are intended to primarily protect other individuals from the wearer of the face covering.
- COVID-19 symptoms, and the importance of obtaining a COVID-19 test and not coming to work if the employee has COVID-19 symptoms.
- That employees can request face coverings and can wear them at work regardless of vaccination status and without fear of retaliation.
- The District communicates out to all employees COVID-19 protocols. .
- **Appendix D: COVID-19 Training Roster (or other training roster)** will be used to document trainings.

### **Exclusion of COVID-19 Cases**

Where the District has a COVID-19 case in our workplace, the District will limit transmission by:

- Ensuring that COVID-19 cases are excluded from the workplace until our return-to-work requirements are met.

- Excluding employees with COVID-19 exposure from the workplace as recommended by the California Department of Public Health and Placer County Health and Human Services.
- At the time of exclusion, the District will provide the employee the information on available benefits and leaves as required
- For employees excluded from work and otherwise able and available to work, the District will continue and maintain the employee’s earnings, seniority, and all other employee rights and benefits, including the employee’s right to their former job status, as if the employee had not been removed from their job.
- The District may use employer-provided employee sick leave benefits for this purpose and consider benefit payments from public sources in determining how to maintain earnings, rights and benefits, where permitted by law and when not covered by workers’ compensation

## Reporting, Recordkeeping, and Access

It is our policy to:

- Report information about COVID-19 cases at our workplace to the local health department whenever required by law, and provide any related information requested by the local health department.
- Maintain records of the steps taken to implement our written COVID-19 Prevention Program in accordance with CCR Title 8 section 3203(b).
- Make our written COVID-19 Prevention Program available at the workplace to employees, authorized employee representatives, and to representatives of Cal/OSHA immediately upon request.
- The District will 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 a positive COVID-19 test. Medical information shall be kept confidential in accordance with subsections (c)(3)(C) and (c)(3)(D). The information shall be made available to employees, authorized employee representatives, or as otherwise required by law, with personal identifying information removed.

## Return-to-Work Criteria

The District will follow guidelines and recommendations as set forth from the Placer County Health and Human Services See link [HERE](#)

**Table 1: Exclusion Requirements for Employees Who Test Positive for COVID-19**

<p>Requirements apply to <b>all</b> employees, regardless of vaccination status, previous infection, or lack of symptoms.</p>	<ul style="list-style-type: none"> <li>• Employees who test positive for COVID-19 must be excluded from the workplace for at least 5 days after start of symptoms or after date of first positive test if no symptoms.</li> <li>• Isolation can end and employees may return to the workplace after day 5 if symptoms are not present or are resolving, <b>and</b> a diagnostic specimen* collected on day 5 or later tests negative.</li> <li>• If an employee’s test on day 5 (or later) is positive, isolation can end and the employee may return to the workplace after day 10 if they are fever-free for 24 hours without the use of fever-reducing medications.</li> <li>• If an employee is unable or choosing not to test, isolation can end and the employee may return to the workplace after day 10 if they are fever-free for 24 hours without the use of fever-reducing medications.</li> </ul>
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	<ul style="list-style-type: none"> <li>• If an employee has a fever<sup>ii</sup>, isolation must continue and the employee may not return to work until 24 hours after the fever resolves without the use of fever-reducing medications<sup>iii</sup>.</li> <li>• If an employee's symptoms other than fever are not resolving, they may not return to work until their symptoms are resolving or until after day 10.</li> <li>• Employees must wear face coverings around others for a total of 10 days. Please refer to the section in this FAQ on <a href="#">face coverings</a> for additional face covering requirements.</li> </ul> <p>* Antigen test preferred.</p>
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**Table 2: CDPH Guidance for Close Contacts – Employees Who Are Exposed to Someone with COVID-19 (except for High-Risk Settings)**

<p>For employees who are <b>asymptomatic</b>. Applies to all employees, regardless of vaccination status.</p>	<ul style="list-style-type: none"> <li>• Exposed employees must test within three to five days after their last close contact. Persons infected within the prior 90 days do not need to be tested unless symptoms develop.</li> <li>• Employees must wear face coverings around others for a total of 10 days after exposure. Please refer to the section in this FAQ on face coverings for additional face covering requirements.</li> <li>• If an exposed employee develops symptoms, they must be excluded pending the results of a test.</li> <li>• If an exposed employee who develops symptoms is unable to test or choosing not to test, they must be excluded until 10 days after the date of symptom onset.</li> <li>• If an exposed employee tests positive for COVID- 19, they must follow the isolation requirements above in Table 1.</li> <li>• Employees are strongly encouraged to get vaccinated and boosted.</li> </ul>
<p>For employees who are <b>symptomatic</b>. Applies to all employees, regardless of vaccination status.</p>	<ul style="list-style-type: none"> <li>• Symptomatic employees must be excluded and test as soon as possible. Exclusion must continue until test results are obtained.</li> <li>• If the employee is unable to test or choosing not to test, exclusion must continue for 10 days.</li> <li>• If the employee tests negative and returns to work earlier than 10 days after the close contact, the employee must wear a face covering around others for 10 days following the close contact.</li> <li>• CDPH recommends continuing exclusion and retesting in 1-2 days if testing negative with an antigen test, particularly if tested during the first 1-2 days of symptoms.</li> <li>• For symptomatic employees who have tested positive within the previous 90 days, using an antigen test is preferred.</li> </ul>

**Table 3: CDPH Guidance for Close Contacts – Specified High-Risk Settings**

<p>For employees who are:</p> <ul style="list-style-type: none"> <li>• Not fully vaccinated, OR</li> <li>• Not infected with SARS-CoV-2 within the prior 90 days.</li> </ul> <p>AND who work in the following settings in which transmission risk is high and populations served are at risk of more serious COVID-19 disease consequences including hospitalization, severe illness, and death:</p> <ul style="list-style-type: none"> <li>• Emergency Shelters</li> <li>• Cooling and Heating Centers</li> <li>• Long Term Care Settings &amp; Adult and Senior Care Facilities*</li> <li>• Local correctional facilities and detention centers*</li> <li>• Healthcare settings*</li> </ul> <p>* Please note that some employees in these high risk settings are covered by the Aerosol Transmissible Diseases standard (section 5199) and are subject to different requirements. Please see the Scope of Coverage section of this FAQ for information on which employees are covered by section 5199.</p>	<ul style="list-style-type: none"> <li>• Exposed employees must be excluded from work for at least five days after the last known close contact.</li> <li>• Exclusion can end and exposed employees may return to the workplace after day 5 if symptoms are not present and a diagnostic specimen collected on day 5 or later tests negative.</li> <li>• If an employee is unable to test or choosing not to test, and symptoms are not present, work exclusion can end and the employee may return to the workplace after day 10.</li> <li>• Employees in these settings must wear a face covering while indoors and around others in accordance with CDPH's universal masking guidance.</li> <li>• Employees are strongly encouraged to get vaccinated or boosted.</li> <li>• If employees develop symptoms after returning to work, they must be excluded from the workplace and test as soon as possible. If employees test positive, they must follow the isolation requirements in Table 1.</li> </ul>
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<sup>i</sup> Employers may require employees submit to viral testing for COVID-19. Please refer to the [FAQ from DFEH](#) for further information.

<sup>ii</sup> A fever is a measured body temperature of 100.4 degrees Fahrenheit or higher.

<sup>iii</sup> A fever resolves when 24 hours have passed with no fever, without the use of fever-reducing medications.

<sup>iv</sup> According to CDPH, individuals are considered fully vaccinated for COVID-19: two weeks or more after they have received the second dose in a 2-dose series (Pfizer-BioNTech or Moderna or vaccine authorized by the World Health Organization), or two weeks or more after they have received a single-dose vaccine (Johnson and Johnson [J&J]/Janssen).

In addition to the above, pursuant to section 3205(c)(10)(E), when an order to isolate, quarantine, or exclude an employee is issued by a local or state health official, the employee shall not return to work until the period of isolation or quarantine is completed or the order is lifted even if the order exceeds the specified exclusion requirements in the ETS or CDPH recommendation.

*Audrey K Kilpatrick*

**Audrey K. Kilpatrick**  
**Assistant Superintendent - Business & Operations**

**Date: August 2022**



## Appendix A: Identification of COVID-19 Hazards

All persons, regardless of symptoms or negative COVID-19 test results, will be considered potentially infectious. Particular attention will be paid to areas where people may congregate or come in contact with one another, regardless of whether employees are performing an assigned work task or not. For example: meetings, entrances, bathrooms, hallways, aisles, walkways, elevators, break or eating areas, cool-down areas, and waiting areas.

Evaluation of potential workplace exposure will be to all persons at the workplace or who may enter the workplace, including coworkers, employees of other entities, members of the public, customers or clients, and independent contractors. The District will consider how employees and other persons enter, leave, and travel through the workplace, in addition to addressing fixed work locations.

**Person conducting the evaluation:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Work location / School Site evaluated:** \_\_\_\_\_

**Name(s) of employee and authorized employee representative that participated:**

Interaction, area, activity, work task, process, equipment and material that potentially exposes employees to COVID-19 hazards	Places and times	Potential for COVID-19 exposures and employees affected, including members of the public and employees of other employers	Existing and/or additional COVID-19 prevention controls, including barriers, partitions and ventilation

## Appendix B: COVID-19 Inspections

Date: \_\_\_\_\_

Name of person conducting the inspection: \_\_\_\_\_

Work location / School Site evaluated: \_\_\_\_\_

Exposure Controls	Status	Person Assigned to Correct	Date Corrected
<b>Engineering</b>			
Ventilation (amount of fresh air and filtration maximized)			
Additional room air filtration*			
additional controls your workplace is using:			
<b>Administrative</b>			
Hand washing facilities (adequate numbers and supplies)			
Disinfecting and hand sanitizing solutions being used according to manufacturer instructions			
additional controls your workplace is using:			
<b>PPE (not shared or available)</b>			
Face coverings (highly recommended; cleaned sufficiently often)			
Gloves			
Face shields/goggles			
Respiratory protection			
additional controls your workplace is using:			

\*Identify and evaluate how to maximize ventilation with outdoor air; the highest level of filtration efficiency compatible with the existing ventilation system; and whether the use of portable or mounted HEPA filtration units, or other air cleaning systems, would reduce the risk of COVID-19 transmission. Review applicable orders and guidance from the State of California and local health departments related to COVID-19 hazards and prevention have been reviewed, including the [Cal/OSHA-CDPH Interim Guidance for Ventilation, Filtrations, and Air Quality in Indoor Environments](#) and information specific to your industry, location, and operations. We maximize the quantity of outside air provided to the extent feasible, except when the United States Environmental Protection Agency (EPA) Air Quality Index is greater than 100 for any pollutant or if opening windows or maximizing outdoor air by other means would cause a hazard to employees, for instance from excessive heat or cold.

## Appendix C: Investigating COVID-19 Cases

All personal identifying information of COVID-19 cases or persons with COVID-19 symptoms, and any employee required medical records will be kept confidential unless disclosure is required or permitted by law. Un-redacted information on COVID-19 cases will be provided to the local health department, CDPH, Cal/OSHA, the National Institute for Occupational Safety and Health (NIOSH) immediately upon request, and when required by law.

**Date:** \_\_\_\_\_

**Name of person conducting the inspection:** \_\_\_\_\_

<b>Employee (or non-employee*) name:</b>		<b>Occupation (if non-employee, why they were in the workplace):</b>	
<b>Location where employee worked (or non-employee was present in the workplace):</b>		<b>Date investigation was initiated:</b>	
<b>Was COVID-19 test offered?</b>		<b>Name(s) of staff involved in the investigation:</b>	
<b>Date and time the COVID-19 case was last present in the workplace:</b>		<b>Date of the positive or negative test and/or diagnosis:</b>	
<b>Date the case first had one or more COVID-19 symptoms:</b>		<b>Information received regarding COVID-19 test results and onset of symptoms (attach documentation):</b>	
<b>Results of the evaluation of the COVID-19 case and all locations at the workplace that may have been visited by the COVID-19 case during the high-risk exposure period, and who may have been exposed (attach additional information):</b>			

<b>Notice given (within one business day, in a way that does not reveal any personal identifying information of the COVID-19 case) of the potential COVID-19 exposure to: _____</b>			
<b>All employees who may have had COVID-19 exposure and their authorized representatives.</b>	<b>Date:</b>		
	<b>Names of employees that were notified:</b>		
<b>Independent contractors and other employers present at the workplace during the high-risk exposure period.</b>	<b>Date:</b>		
	<b>Names of individuals that were notified:</b>		
<b>What were the workplace conditions that could have contributed to the risk of COVID-19 exposure?</b>	<b>What could be done to reduce exposure to COVID-19?</b>		
<b>Was local health department notified?</b>		<b>Date:</b>	

\*Should an employer be made aware of a non-employee infection source COVID-19 status.



## Additional Consideration #1

### Multiple COVID-19 Infections and COVID-19 Outbreaks

**This section will be used if your workplace is identified by a local health department as the location of a COVID-19 outbreak, or there are three or more COVID-19 cases in your workplace within a 14-day period. Reference section 3205.1 for details.**

This section of CPP will stay in effect until there are no new COVID-19 cases detected in our workplace for a 14-day period.

#### COVID-19 testing

The District will provide COVID-19 testing at no cost to all employees, during paid time, in our exposed group except for:

- Employees who were not present during the relevant 14-day period.
- Returned cases who did not develop COVID-19 symptoms after returning to work pursuant to our return to work criteria.

COVID-19 testing consists of the following:

- All employees in our exposed group are immediately tested regardless of their vaccination status and then again one week later. Negative COVID-19 test results of employees with COVID-19 exposure will not impact the duration of any quarantine, isolation, or exclusion period required by, or orders issued by, the local health department.
- After the first two COVID-19 tests, we continue to provide COVID-19 testing once a week of employees in the exposed group who remain at the workplace, or more frequently if recommended by the local health department, until there are no new COVID-19 cases detected in our workplace for a 14-day period.
- Employees who had close contacts shall have a negative COVID-19 test taken within three and five days after the close contact or shall be excluded and follow the return to work requirements of section 3205(c)(10) for COVID-19 cases.
- We make additional testing available when deemed necessary by Cal/OSHA or if recommended by the local health department.

The District will continue to comply with the applicable elements of our CPP, as well as the following:

- Employees in the exposed group wear face coverings when indoors, or when outdoors and less than six feet apart (unless one of the face-covering exceptions indicated in our CPP apply).
- We give notice to employees in the exposed group of their right to request a respirator for voluntary use.
- We evaluate whether to implement physical distancing of at least six feet between persons, or where six feet of physical distancing is not feasible, as much distance between persons as feasible.

#### COVID-19 investigation, review and hazard correction

In addition to our CPP **Identification and Evaluation of COVID-19 Hazards and Correction of COVID-19 Hazards**, the District will immediately perform a review of potentially relevant COVID-19 policies, procedures, and controls and implement changes as needed to prevent further spread of COVID-19.

The investigation and review will be documented and include:

- Investigation of new or unabated COVID-19 hazards including:

- Our leave policies and practices and whether employees are discouraged from remaining home when sick.
- Our COVID-19 testing policies.
- Insufficient outdoor air.
- Insufficient air filtration.
- Lack of physical distancing.
- Updating the review:
  - Every thirty days that the outbreak continues.
  - In response to new information or to new or previously unrecognized COVID-19 hazards.
  - When otherwise necessary.
- Implementing changes to reduce the transmission of COVID-19 based on the investigation and review. The District will consider:
  - Moving indoor tasks outdoors or having them performed remotely.
  - Increasing outdoor air supply when work is done indoors.
  - Improving air filtration.
  - Increasing physical distancing as much as possible.
  - Respiratory protection.

### **Notifications to the local health department**

- Immediately, but no longer than 48 hours after learning of three or more COVID-19 cases in our workplace, The District will contact the local health department for guidance on preventing the further spread of COVID-19 within the workplace.
- The district will report all COVID-19 outbreaks to Placer County Public Health via the [SPOT](#) Intake
- Form and outbreak reporting must include individual case information.

## **Additional Consideration #2**

### **Major COVID-19 Outbreaks**

**This section will be used should theyr workplace experience 20 or more COVID-19 cases within a 30-day period. Reference section [3205.2](#) for details.**

This section of CPP will stay in effect until there are no new COVID-19 cases detected in our workplace for a 14-day period.

#### **COVID-19 testing**

The District will provide COVID-19 testing, if recommended by the local health department, to all employees present at our exposed workplace during the relevant 30-day period(s) and who remain at the workplace. COVID-19 testing will be provided at no cost to employees during employees' working hours.

#### **Exclusion of COVID-19 cases**

The District will ensure COVID-19 cases and employees with COVID-19 exposure are excluded from the workplace in accordance with our CPP **Exclusion of COVID-19 Cases** and **Return to Work Criteria**, and any relevant local health department orders.

#### **Investigation of workplace COVID-19 illnesses**

The District will comply with the requirements of our CPP **Investigating and Responding to COVID-19 Cases**.

### **COVID-19 hazard correction**

In addition to the requirements of our CPP **Correction of COVID-19 Hazards**, The District will take the following actions:

- 
- The District will determine the need for a respiratory protection program or changes to an existing respiratory protection program under CCR Title 8 section 5144 to address COVID-19 hazards.
- The District will evaluate whether to halt some or all operations at our workplace until COVID-19 hazards have been corrected
- Implement any other control measures deemed necessary by Cal/OSHA.

### **Notifications to the local health department**

The District will comply with the requirements of our **Multiple COVID-19 Infections** and **COVID-19 Outbreaks-Notifications to the Local Health Department**.