



COVID - 19 PREVENTION PROCEDURES: EMPLOYEES

Amended June 29, 2023

These COVID-19 Prevention Procedures (CPP) are designed to control employees' exposures to the SARS-CoV-2 virus (severe acute respiratory syndrome coronavirus 2) that causes COVID-19 that may occur in the workplace. This CPP is hereby established and will be implemented and maintained pursuant to Title 8 of the California Code of Regulations (CCR) sections 3205 et seq. (Cal/OSHA Regulations), which are effective February 3, 2023 through February 3, 2025, except for the recordkeeping provisions in Section 3205(j)(2) that will remain in effect until February 2, 2026. Terms used in this CPP shall have the same meaning as defined in 8 CCR § 3205(b).

As authorized by Board Resolution No. 3811, the District's Superintendent hereby amends the District's COVID-19 prevention procedures to comply with the Cal/OSHA Regulations. This amended CPP shall become effective on effective June 29, 2023 and remain in effect through February 3, 2025 or such time as there are no requirements to maintain COVID-19 prevention procedures. This CPP is subject to change to comply with applicable laws and regulations. If there is a conflict between any provision in this CPP and any provision in other District documents, the provision in this CPP shall govern as to District employees. If there is any conflict between any provision in this CPP and any provision in the non-emergency Cal/OSHA Regulations, the provision in the non-emergency Cal/OSHA Regulations shall govern and apply to District employees.

A. Authority and Responsibility

The Superintendent and the designee stated below have the overall authority and responsibility for implementing the provisions of this CPP in the workplace in the District. In addition, all principals, managers, and supervisors are responsible for implementing and maintaining this CPP at their assigned work areas and for ensuring employees receive answers to questions about the procedures in a language they understand.

The Superintendent has designated a CPP Officer for the specific implementation of the elements of this CPP. The CPP Officer for the District is:

Barry Jager
Associate Superintendent Human Resources
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559-327-9308

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

B. Application of District's Injury & Illness Prevention Program (IIPP)

COVID-19 is a workplace hazard and shall be addressed through this CPP and the District's IIPP, which will be effectively implemented and maintained to ensure the following (8 CCR § 3205(c)):

1. When determining measures to prevent COVID-19 transmission and to identify and correct COVID-19 hazards in the workplace:
 - a. All persons in the workplace are considered as potentially infectious, regardless of symptoms, vaccination status, or negative COVID-19 test results. (8 CCR § 3205(c)(1))
 - b. COVID-19 is treated as an airborne infectious disease. Applicable State of California and the Fresno

County Department of Public Health orders and guidance related to COVID-19 will be reviewed. (8 CCR § 3205(c)(2)) COVID-19 prevention controls include remote work, physical distancing, reducing the density of people indoors, moving indoor tasks outdoors, implementing separate shifts and/or break times, restricting access to work area, and other prevention measures. (8 CCR § 3205(c)(2)) One or more such prevention controls shall be implemented as determined appropriate by the Superintendent or designee in coordination with state and local health officials and in accordance with applicable laws, regulations, and public health orders.

2. Training and instruction on COVID-19 prevention is provided (8 CCR §§ 3203(a)(7), 3205(c)(3)):
 - a. When this CPP was first established.
 - b. To new employees.
 - c. To employees given a new job assignment involving COVID-19 hazards and they have not been previously trained.
 - d. Whenever new COVID-19 hazards are introduced.
 - e. When the District is made aware of new or previously unrecognized COVID-19 hazards.
 - f. For supervisors to familiarize themselves with the COVID-19 hazards to which employees under their immediate direction and control may be exposed.

Appendix A COVID-19 Training Roster or electronic recordkeeping will be used to document this training.

3. Procedures to investigate COVID-19 illnesses at the workplace include:
 - a. Determining the day and time a COVID-19 case was last present and, to the extent possible, the date of the positive COVID-19 test(s) and/or diagnosis, and the date the COVID-10 case first had one or more COVID-19 symptoms, if any were experienced. (8 CCR § 3205(c)(4)(A)) Appendix B Investigating COVID-19 Cases or other documentation will be used to document this information.
 - b. Effectively identifying and responding to persons with COVID-19 symptoms at the workplace. (8 CCR § 3205(c)(4)(B)) Employees with COVID-19 symptoms are encouraged to test and to report the symptoms and test result to his/her immediate supervisor and to communicate and coordinate with his/her immediate supervisor regarding the appropriate preventive measures.
 - c. Encouraging employees to report COVID-19 symptoms and to stay home when ill. (8 CCR § 3205(c)(4)(B)) Reports regarding COVID-19 symptoms are to be made to an employee's immediate supervisor and the employee is to coordinate and communicate with his/her immediate supervisor regarding the appropriate measures to prevent the spread of COVID-19.
4. Effective methods or procedures for responding to COVID-19 cases at the workplace include:
 - a. Immediately excluding from the workplace COVID-19 cases (including employees excluded under CCR, Title 8, section 3205.1) according to the following requirements (8 CCR § 3205(c)(5)(A)):
 - i. COVID-19 cases who do not develop COVID-19 symptoms shall not return to work during the infectious period.
 - ii. COVID-19 cases who develop COVID-19 symptoms will not return to work during the shorter of either of the following:
 - a. The infectious period.
 - b. Through 10 days after the onset of symptoms and at least 24 hours have passed since a fever of 100.4 degrees Fahrenheit or higher has resolved without the use of fever-reducing medication.
 - iii. Regardless of vaccination status, previous infection, or lack of COVID-19 symptoms, a COVID-19 case must wear a face covering in the workplace until 10 days have passed since the date that COVID-19 symptoms began or, if the person did not have COVID-19 symptoms, from the date of his/her first positive COVID-19 test.

- iv. Elements i. and ii. above apply regardless of whether an employee has been previously excluded or other precautions were taken in response to an employee's close contact or membership in an exposed group.
- b. Reviewing current California Department of Public Health (CDPH) guidance for persons who had close contacts, including any guidance regarding quarantine or other measures to reduce transmission. (8 CCR § 3205(c)(5)(B))
- c. The District's policies to prevent the transmission of COVID-19 by persons who had close contacts (8 CCR § 3205(c)(5)(B)) include those procedures set forth in this CPP, the Safe Return to In-Person Instruction and Continuity of Services, and COVID-19 Testing Plan.
- d. If 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. (8 CCR § 3205(c)(5)(C))
- e. If removal of an employee would create undue risk to a community's health, the District may submit a request for a waiver to Cal/OSHA in writing to rs@dir.ca.gov to allow the employee to return to work if it does not violate local or state health official orders for isolation, quarantine, or exclusion. (8 CCR § 3205(c)(5)(D)) In such a case, the employee shall work closely with his/her immediate supervisor to implement and maintain effective control measures to prevent the transmission of COVID-19 in the workplace, which preventative measures may include providing isolation for the employee at the workplace and, if isolation is not feasible, the use of respirators in the workplace. (See 8 CCR § 3205(c)(5)(D))
- f. Upon excluding an employee from the workplace based on COVID-19 or a close contact, the District shall provide the excluded employee information regarding COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws. (8 CCR § 3205(c)(5)(E)) This includes any benefits available under legally mandated sick leave, workers' compensation law, local governmental requirements, and the District's leave policies, and leave guaranteed by contract. (8 CCR § 3205(c)(5)(E)) Employees may obtain the information by contacting the CPP Officer listed above or designee.

C. Testing of Close Contacts

COVID-19 tests are available at no cost, during paid time, to all District employees who had a close contact in the workplace. (8 CCR § 3205(d)) These employees will be provided with the information outlined in paragraph B.4.f. above. (8 CCR § 3205(d)) Exceptions are returned cases as defined in CCR, Title 8, section 3205(b)(11). (8 CCR § 3205(d))

D. Notice of COVID-19 cases

Employees and independent contractors who had a close contact, as well as any employer with an employee who had a close contact, will be notified as soon as possible, and in no case longer than the time required to ensure that the exclusion requirements of paragraph B.4.a. above, are met. (8 CCR § 3205(e)(1))

When Labor Code section 6409.6 or any successor law is in effect, the District shall:

- Provide notice of a COVID-19 case, in a form readily understandable to employees. The notice shall be given to all employees, employers, and independent contractors at the worksite. (8 CCR § 3205(e)(2))
- Provide the notice in accordance with applicable law to the authorized representative, if any, of (8 CCR § 3205(e)(3):
 - The COVID-19 case and of any employee who had a close contact.
 - All employees on the premises at the same worksite as the COVID-19 case within the infectious period.

Any District employees or employees of an independent contractor who had a close contact in a District workplace are encouraged to report to their immediate supervisor or the principal or department head or designee for that workplace. To the extent known, the report should include the location of the close contact, the date and time of the close contact, and the name of each close contact. The District employee who receives this information shall provide notice in accordance with Labor Code section 6409.6 and other applicable laws.

E. Face Coverings

Employees will be provided face coverings and are required to wear them:

- When required by orders from the CDPH. (8 CCR § 3205(f)(1)) This includes spaces within vehicles when a CDPH regulation or order requires face coverings indoors. (8 CCR § 3205(f)(1))
- During outbreaks and major outbreaks.
- When employees return to work after having COVID-19 until 10 days have passed since the date that COVID-19 symptoms began or, if the person did not have COVID-19 symptoms, from the date of their first positive COVID-19 test, or after a close contact. Please refer to the section in this FAQ on CDPH's Isolation and Quarantine Guidance.

Face coverings shall be clean, undamaged, and worn over the nose and mouth. (8 CCR § 3205(f)(1))

The following exceptions apply to the wearing of face coverings (8 CCR § 3205(f)(2)):

1. When an employee is alone in a room or vehicle.
2. While eating or drinking at the workplace, provided employees are at least six feet apart and, if indoors, the supply of outside or filtered air has been maximized to the extent feasible.
3. While employees are wearing respirators required by the employer and used in compliance with CCR, Title 8 section 5144.
4. Employees who cannot wear face coverings due to a medical or mental health condition or disability, or who are hearing-impaired or communicating with a hearing - impaired person. Such employees shall wear an effective non-restrictive alternative, such as a face shield with a drape on the bottom, if the condition or disability permits it.
5. During specific tasks which cannot feasibly be performed with a face covering. This exception is limited to the time period in which such tasks are actually being performed.

If an employee is not wearing a face covering due to exceptions (4) and (5) above, the COVID-19 hazards shall be assessed and action taken as necessary. (8 CCR § 3205(f)(3))

Employees will not be prevented from wearing a face covering, including a respirator, when not required by this section, unless it creates a safety hazard. (8 CCR § 3205(f)(4))

F. Respirators

Respirators will be provided for voluntary use to employees who request them and who are working indoors or in vehicles with more than one person. (8 CCR § 3205(g)) Employees who request respirators for voluntary use will be (8 CCR § 3205(g)):

- Encouraged to use them.
- Provided with a respirator of the correct size.
- Trained on:
 - How to properly wear the respirator provided.
 - How to perform a user seal check according to the manufacturer's instructions each time a respirator is worn.
 - The fact that facial hair interferes with a seal.

The requirements of CCR, Title 8 section 5144(c)(2) will be complied with according to the type of respirator (disposable filtering face piece or elastomeric re-usable) provided to employees. (8 CCR § 5144(c)(2))

G. Ventilation

For indoor workplaces, the District shall:

- Review CDPH and Cal/OSHA guidance regarding ventilation, including the CDPH Interim Guidance for Ventilation, Filtration, and Air Quality in Indoor Environments. (8 CCR § 3205(h)(1)) The District shall develop, implement, and maintain effective methods to prevent transmission of COVID-19, including one or more of the following actions to improve ventilation (8 CCR § 3205(h)(1)):
 - Maximize the supply of outside air 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.
 - In buildings and structures with mechanical ventilation, filter circulated air through filters at least as protective as Minimum Efficiency Reporting Value (MERV)-13, or the highest level of filtration efficiency compatible with the existing mechanical ventilation system.
 - Use High Efficiency Particulate Air (HEPA) filtration units in accordance with manufacturers' recommendations in indoor areas occupied by employees for extended periods, where ventilation is inadequate to reduce the risk of COVID-19 transmission.

Please see Paragraph 2 of the District's Safe Return to In-Person Instruction and Continuity of Services.

- Determine if our workplace is subject to CCR, Title 8 section 5142 Mechanically Driven Heating, Ventilating and Air Conditioning (HVAC) Systems to Provide Minimum Building Ventilation, or section 5143 General Requirements of Mechanical Ventilation Systems, and comply as required. (8 CCR § 3205(h)(2))

In vehicles, the supply of outside air to the extent feasible shall be maximize, except when doing so would cause a hazard to employees or expose them to inclement weather. (8 CCR § 3205(h)(3))

H. Reporting and Recordkeeping

Appendix B Investigating COVID-19 Cases or other documentation will be used to keep a record of and track all COVID-19 cases. These records will be kept by the CPP Officer or designee and retained for two years beyond the period in which it is necessary to meet the requirements of CCR, Title 8, sections 3205, 3205.1, 3205.2, and 3205.3. (8 CCR § 3205(j)(1))

The notices required by subsection 3205(e) will be kept in accordance with Labor Code section 6409.6 or any successor law. (8 CCR § 3205(h)(2))

APPENDIX B TO COVID-19 PREVENTION PROCEDURES

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. Unredacted 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. (8 CCR § 3205(j)(3))

Date COVID-19 case (suspect or confirmed) became known: _____

Date investigation was initiated: _____

Name of person(s) conducting the investigation: _____

COVID-19 Case Summary

Name	Contact Info	Occupation	Location	Last day and time present	Date of positive test and/or diagnosis	Date of first symptoms

Summary of employees, independent contractors, and employees of other employers that came in close contact.

Name	Contact Info	Date notified	Date offered COVID-19 testing (employees only)

Summary notice of a COVID-19 case (employees, employers, independent contractors) – during the infectious period and regardless of a close contact occurring.

Name	Date notified

Summary notice of a COVID-19 case (authorized representative of the COVID-19 case and employee who had close contact).

Name	Date notified

What were the workplace conditions that could have contributed to the risk of COVID-19 exposure?

What could be done to reduce exposure to COVID-19?

Was local health department notified? Date?

ADDENDUM TO COVID-19 PREVENTION PROCEDURES

COVID-19 OUTBREAKS

This addendum applies if three or more employee COVID-19 cases within an exposed group visited a District workplace during their infectious period at any time during a 14-day period, unless a CDPH regulation or order defines outbreak using a different number of COVID-19 cases and/or a different time period. Reference CCR, Title 8 section 3205.1 for details. (8 CCR § 3205.1(a)(1)) This addendum will stay in effect until there are one or fewer new COVID-19 cases detected in the exposed group for a 14-day period. (8 CCR § 3205.1(a)(2))

1. COVID-19 Testing

The District shall immediately make COVID-19 testing available at no cost to District employees within the exposed group, regardless of vaccination status, during employees' paid time, except for returned cases and employees who were not present at the workplace during the relevant 14-day period(s). (8 CCR § 3205.1(b)(1))

Additional testing shall be made available on a weekly basis to all employees in the exposed group who remain at the workplace. (8 CCR § 3205.1(b)(2))

Employees who had close contacts shall have a negative COVID-19 test taken within three to five days after the close contact or shall be excluded and follow our return-to-work requirements starting from the date of the last known close contact. (8 CCR § 3205.1(b)(3))

2. Face Coverings

Employees in the exposed group, regardless of vaccination status, will wear face coverings when indoors, or when outdoors and less than six feet from another person, unless one of the exceptions in this CPP applies. (8 CCR § 3205.1(c))

3. Respirators

Employees shall be notified of their right to request and receive a respirator for voluntary use, as stipulated in this CPP. (8 CCR § 3205.1(d))

4. COVID-19 Investigation, Review, and Hazard Correction

The District shall perform a review of potentially relevant COVID-19 policies, procedures and controls, and implement changes as needed to prevent further spread of COVID-19 when this addendum initially applies and periodically thereafter. (8 CCR § 3205.1(e)) The investigation, review, and changes shall be documented and include (8 CCR § 3205.1(e)):

- Investigation of new or unabated COVID-19 hazards including (8 CCR § 3205.1(e)(1)):
 - The District's leave policies and practices and whether employees are discouraged from remaining home when sick.
 - The District's COVID-19 testing policies.
 - Insufficient supply of outdoor air to indoor workplaces.
 - Insufficient air filtration.
 - Insufficient physical distancing.
- Review updated every 30 days that CCR, Title 8 section 3205.1 continues to apply (8 CCR § 3205.1(e)(1)):
 - In response to new information or to new or previously unrecognized COVID-19 hazards.
 - When otherwise necessary.
- Any changes implemented to reduce the transmission of COVID-19 based on the investigation and

review, which may include (8 CCR § 3205.1(e)(3)):

- Moving indoor tasks outdoors or having them performed remotely.
- Increasing the outdoor air supply when work is done indoors.
- Improving air filtration.
- Increasing physical distancing to the extent feasible.
- Requiring respiratory protection in compliance with CCR, Title 8 section 5144.
- Other applicable controls.

5. Ventilation

Buildings or structures with mechanical ventilation shall have recirculated air filtered with Minimum Efficiency Reporting Value (MERV)-13 or higher efficiency filters, if compatible with the ventilation system. (8 CCR § 3205.1(f)) If MERV-13 or higher filters are not compatible with the ventilation system, filters with the highest compatible filtering efficiency will be used. (8 CCR § 3205.1(f)) High Efficiency Particulate Air (HEPA) air filtration units shall be used in accordance with manufacturers' recommendations in indoor areas occupied by employees for extended periods, where ventilation is inadequate to reduce the risk of COVID-19 transmission. (8 CCR § 3205.1(f))

These ventilation requirements will continue to be implemented, after the outbreak has passed and CCR, Title 8 section 3205.1 is no longer applicable, in accordance with applicable laws and regulations.

6. Major Outbreaks

The District shall do the following while CCR, Title 8 section 3205.1 applies if 20 or more employee COVID-19 cases in an exposed group visited the worksite during their infectious period within a 30-day period (8 CCR § 3205.1(g)):

- The COVID-19 testing will be required of all employees in the exposed group, regardless of vaccination status, twice a week or more frequently if recommended by the Fresno County Department of Public Health. (8 CCR § 3205.1(g)(1)) Employees in the exposed group will be tested or excluded and follow this CPP return to work requirements. (8 CCR § 3205.1(g)(1)) The twice a week testing requirement ends when there are fewer than three new COVID-19 cases in the exposed group for a 14-day period. (See 8 CCR § 3205.1(a)(1)) We will then follow weekly testing requirement until there are one or fewer new COVID-19 cases in the exposed group for a 14-day period. (See 8 CCR § 3205.1(a)(2))
- Report the outbreak to Cal/OSHA. (8 CCR § 3205.1(g)(2))
- Provide respirators for voluntary use to employees in the exposed group, encourage their use, and train employees according to CCR, Title 8 section 5144(c)(2) requirements. (8 CCR § 3205.1(g)(3))
- Any employees in the exposed group who are not wearing respirators as required by the District and used in compliance with 8 CCR § 5144 shall be separated from other persons by at least six feet, except where it can be demonstrated by the District that at least six feet of separation is not feasible, and except for momentary exposure while persons are in movement. (8 CCR § 3205.1(g)(4)) Methods of physical distancing include (8 CCR § 3205.1(g)(4)):

- Telework or other remote work arrangements.
- Reducing the number of persons in an area at one time, including visitors.
- Visual cues such as signs and floor markings to indicate where employees and others should be located or their direction and path of travel.
- Staggered arrival, departure, work, and break times.
- Adjusted work processes or procedures, such as reducing production speed, to allow greater distance between employees.

When it is not feasible to maintain a distance of at least six feet, individuals will be as far apart as feasible. (8 CCR § 3205.1(g)(4))

The Superintendent or designee, in accordance with District board policies and applicable laws, shall determine the appropriate method for physical distancing for each situation.