Mt San Antonio Community College COVID-19 Prevention Program (“CPP”)

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*The Division of Occupational Safety and Health (“DOSH” or “Cal/OSHA”) is authorized to enforce the Cal/OSHA COVID-19 ETS and may issue citations, penalties and special orders, including closing workplaces. (See Lab. Code §§ 6305, 6308, and 6317.) An Mt San Antonio Community College that violates any occupational safety and health standard, order or special order may be assessed a civil penalty of up to $13,277 for each general violation, and a civil penalty of up to $25,000 may be assessed for each serious violation. (See 8 C.C.R. § 336.)*

*The regulation is available at the following web address:* [*https://www.dir.ca.gov/OSHSB/documents/Dec162021-COVID-19-Prevention-Emergency-txtbrdconsider-2nd-Readoption.pdf*](https://www.dir.ca.gov/OSHSB/documents/Dec162021-COVID-19-Prevention-Emergency-txtbrdconsider-2nd-Readoption.pdf)

*This updated CPP complies with the regulatory requirements provided in Title 8 Section 3205 of the California Code of Regulations, as amended on December 16, 2021 and effective on January 14, 2022.*

*The updated CPP provided here is a standalone document that Mt San Antonio Community Colleges may adopt and implement independent of the Mt San Antonio Community College’s Injury and Illness Prevention Program (“IIPP”).*

# Purpose:

The purpose of the Mt San Antonio Community College’s COVID-19 Prevention Program (“CPP”) is to provide employees a healthy and safe workplace as required under the California Occupational Safety and Health Act (Lab. Code §§ 6300, *et seq.*) and associated regulations (8 C.C.R. § 3205).

Nothing in this CPP precludes the Mt San Antonio Community Collegefrom complying with federal, state, or local laws or public health order or guidance that may recommend or require measures that are more prescriptive and/or restrictive than those that are provided herein.

# Scope

Unless one of the exceptions provided below applies, this CPP shall apply to all Mt San Antonio Community Collegeemployees (hereinafter referred to as “employees”), including those who are “fully vaccinated”.

Fully vaccinated is defined as the following:

*The current Cal/OSHA COVID-19 ETS defines “fully vaccinated” to mean that “the Mt San Antonio Community College has documented that the person received, at least 14 days prior, either the second dose in a two-dose COVID-19 vaccine series or a single dose COVID-19 vaccine…” (See 8 C.C.R. § 3205(b)(9)).*

The following employees are exempt from coverage under the CPP: (1) Employees who are teleworking from home or a location of the employee’s choice that is not under the control of the Mt San Antonio Community College; (2) Employeeswho are working in or at a work location and do not have contact with any other individuals; and (3)Employees that because of their tasks, activities or work location have with occupational exposure as defined by the Aerosol Transmissible Diseases (“ATD”) regulation (*i.e.*, 8 C.C.R. § 5199).

*There are several regulatory changes that affect the exceptions provided for in this section of the CPP: (1) Exceptions for teleworking employees; (2) Exceptions for employees who do not have contact with others; (3) Exceptions for employees with “occupational exposure.”*

1. *The current Cal/OSHA COVID-19 ETS provides a fourth (4th) exception for teleworking employees. The prior version of this model CPP already accounted for such employees and therefore this updated CPP combines the exceptions for employees who work from home with those who telework.*
2. *The current Cal/OSHA COVID-19 ETS provides that employees who do not have contact with other persons at “work locations” are accepted from coverage under the CPP.*

*The current Cal/OSHA COVID-19 ETS accepts employees who are or may be covered by Title 8 Section 5199. That regulation is provided at the following web address:* [*https://www.dir.ca.gov/title8/5199.html*](https://www.dir.ca.gov/title8/5199.html)*.*

*Mt San Antonio Community Colleges that are subject to 8 CCR 5199 should follow their Aerosol Transmissible Diseases Exposure Control Plan (which is pursuant to 8 CCR 5199, subdivision (d)) and ensure that workplaces, such as fire stations, and the employees who work therein are appropriately covered.*

*Mt San Antonio Community Colleges that are subject to 8 CCR 5199 may consider adopting exclusion return to work requirements for employees that align with those provided for in the current and operative Cal/OSHA COVID-19 ETS. Such changes to the terms and conditions of employment for employees covered by 8 CCR 5199 will necessitate bargaining under the Meyers-Milias-Brown Act (“MMBA”). (See Gov. Code § 3504.5(a).)]*

# DEFINITIONS:

For the purposes of the CPP, the following definitions shall apply:

“Close contact COVID-19 exposure” means being within six (6) feet of a COVID-19 case for a cumulative total of 15 minutes or greater in any 24-hour period within or overlapping with the “high-risk exposure period” as defined here. This definition applies regardless of the use of face coverings. Employees who were wearing a respirator as required by the Mt San Antonio Community Collegeand who used such respirator in compliance with Title 8 Section 5144 during contact with a COVID-19 case will be deemed not to have had close contact COVID-19 exposure.

“COVID-19” means the disease caused by severe acute respiratory syndrome coronavirus 2 (“SARS-CoV-2”).

“COVID-19 case” means a person who either: (1) Has a positive COVID-19 test as defined in this section; (2) Is subject to COVID-19-related order to isolate issued by a local or state health official; (3) Has a positive COVID-19 diagnosis from a licensed health care provider; or (4) Has died due to COVID-19, in the determination of a local health department or per inclusion in the COVID-19 statistics of a county.

“COVID-19 hazard” means potentially infectious material that may contain SARS-CoV-2, the virus that causes COVID-19. Potentially infectious materials include airborne droplets, small particle aerosols, and airborne droplet nuclei, which most commonly result from a person or persons exhaling, talking or vocalizing, coughing, or sneezing, or from procedures performed on persons which may aerosolize saliva or respiratory tract fluids. This also includes objects or surfaces that may be contaminated with SARS-CoV-2.

“COVID-19 symptoms” means one of the following: (1) fever of 100.4 degrees Fahrenheit or higher or chills; (2) cough; (3) shortness of breath or difficulty breathing; (4) fatigue; (5) muscle or body aches; (6) headache; (7) new loss of taste or smell; (8) sore throat; (9) congestion or runny nose; (10) nausea or vomiting; or (11) diarrhea, unless a licensed health care professional determines the person’s symptoms were caused by a known condition other than COVID-19.

“COVID-19 test” means a test for SARS-CoV-2 that is:

(1) Cleared, approved, or authorized, including in an Emergency Use Authorization (EUA), by the United States Food and Drug Administration (FDA) to detect current infection with the SARS-CoV-2 virus (e.g., a viral test);

(2) Administered in accordance with the authorized instructions; and

(3) Not both self-administered and self-read unless observed by the Mt San Antonio Community College or an authorized telehealth proctor.

Examples of tests that satisfy this requirement include tests with specimens that are processed by a laboratory (including home or on-site collected specimens which are processed either individually or as pooled specimens), proctored over-the-counter tests, point of care tests, and tests where specimen collection and processing is either done or observed by an Mt San Antonio Community College .

“Exposed group” means all employees at a work location, working area, or a common area at work, where a COVID-19 case was present at any time during the high-risk exposure period. However, if the COVID-19 case visited a work location, working area, or a common area at work for less than 15 minutes during the high-risk exposure period, and all employees were wearing face coverings at the time the COVID-19 case was present, other people at the work location, working area, or common area would not constitute part of the exposed group. Common areas at work includes bathrooms, walkways, hallways, aisles, break or eating areas, and waiting areas. However, places where employees momentarily pass through while everyone is wearing face coverings, without congregating, is not a work location, working area, or a common area at work.

*The current Cal/OSHA COVID-19 ETS provides three (3) “exceptions” to the definition for this term, two (2) of which are actually clarifications of rather than exceptions to the definition as described below.*

1. *The first of these clarifications concerns what constitutes a “work location, working area, or a common area,” and that areas through which individuals pass momentarily while wearing face coverings are not work locations, working areas, or common areas. The updated CPP incorporates this clarification into the definition, as provided above.*
2. *The second clarification concerns individuals who were not actually present at the work location, working area, or a common area when the COVID-19 case was present, and who, therefore, would not be covered by the definition. The updated CPP does not incorporate this clarification into the definition the definition itself excludes coverage of such individuals.*
3. *The third “exception” is an actual exception to the definition and provides that an individual who was wearing a face covering while at the work location, working area, or common area visited by the COVID-19 case would not constitute part of the exposed group if the COVID-19 case visited the location or area for less than 15 minutes. The updated CPP incorporates this exception into the definition.]*

“Face covering” means a surgical mask, a medical procedure mask, a respirator worn voluntarily, or a tightly woven fabric or non-woven material of at least two layers (i.e., fabrics that do not let light pass through when held up to a light source) that completely covers the nose and mouth and is secured to the head with ties, ear loops, or elastic bands that go behind the head. If gaiters are worn, they shall have two layers of fabric or be folded to make two layers. A face covering is a solid piece of material without slits, visible holes, or punctures, and must fit snugly over the nose, mouth, and chin with no large gaps on the outside of the face. A face covering does not include a scarf, ski mask, balaclava, bandana, turtleneck, collar, or single layer of fabric. This definition includes clear face coverings or cloth face coverings with a clear plastic panel that, despite the non-cloth material allowing light to pass through, otherwise meet this definition and which may be used to facilitate communication with people who are deaf or hard-of-hearing or others who need to see a speaker’s mouth or facial expressions to understand speech or sign language respectively.

“Fully vaccinated” means the Mt San Antonio Community Collegehas documented:

(A) A person’s status two weeks after completing primary vaccination with a COVID-19 vaccine with, if applicable, at least the minimum recommended interval between doses in accordance with the approval, authorization, or listing that is:

1. Approved or authorized for emergency use by the FDA;

2. Listed for emergency use by the World Health Organization (WHO); or

3. Administered as part of a clinical trial at a U.S. site, if the recipient is documented to have primary vaccination with the active (*i.e.*, not placebo) COVID-19 vaccine candidate, for which vaccine efficacy has been independently confirmed (*e.g.*, by a data and safety monitoring board) or if the clinical trial participant at U.S. sites had received a COVID-19 vaccine that is neither approved nor authorized for use by FDA but is listed for emergency use by WHO; or

(B) A person’s status two weeks after receiving the second dose of any combination of two doses of a COVID-19 vaccine that is approved or authorized by the FDA, or listed as a two-dose series by the WHO (*i.e.*, a heterologous primary series of such vaccines, receiving doses of different COVID-19 vaccines as part of one primary series). The second dose of the series must not be received earlier than 17 days (21 days with a 4-day grace period) after the first dose.

“High-risk exposure period” means the following: For COVID-19 cases who develop COVID-19 symptoms: from two (2) days before they first develop symptoms until each of the following are true: (1) it has been ten (10) days since symptoms first appeared; (2) 24 hours have passed with no fever, without the use of fever-reducing medications; and (3) symptoms have improved; or For COVID-19 cases who never develop COVID-19 symptoms: from two (2) days before until ten (10) days after the specimen for their first positive test for COVID-19 was collected.

“Respirator” means a respiratory protection device approved by the National Institute for Occupational Safety and Health (“NIOSH”) to protect the wearer from particulate matter, such as an N95 filtering respirator.

“Worksite,” for the limited purposes of COVID-19 prevention regulations only, means the building, store, facility, agricultural field, or other location where a COVID-19 case was present during the high-risk exposure period. It does not apply to buildings, floors, or other locations of the Mt San Antonio Community College that a COVID-19 case did not enter, locations where the worker worked by themselves without exposure to other employees, or to a worker's personal residence or alternative work location chosen by the worker when working remotely.

# Program

## System for Communicating with employees

*Mt San Antonio Community College continues to communicate with their employees through various means. Periodic updates are sent out via email, documents and a COVID-19 website has been established as a resource to Mt San Antonio Community College employees.*

Reporting COVID-19 Symptoms, Possible COVID-19 Close Contact Exposures, and Possible COVID-19 Hazards at [Mt San Antonio Community College Worksites and Facilities

The Mt San Antonio Community Collegerequires that employees immediately report to their manager or supervisor or to the Department of Human Resources any of the following: (1) the employee’s presentation of COVID-19 symptoms; (2) the employee’s possible COVID-19 close contact exposures; (3) possible COVID-19 hazards at Mt San Antonio Community College worksites or facilities.

TheMt San Antonio Community Collegehas not and will not discriminate or retaliate against any employee who makes such a report.

Mt San Antonio Community College has developed a hotline number available for employees, 909-274-6900. There is also an email available for communication, contacttracing@mtsac.edu

### Accommodations Process for Employees with Medical or Other Conditions that Put them at Increased Risk of Severe COVID-19 Illness

TheMt San Antonio Community College provides for an accommodation process for employees who have a medical or other condition identified by the Centers for Disease Control and Prevention (“CDC”) or the employees’ health care provider as placing or potentially placing the employees at increased risk of severe COVID-19 illness.

For all employees who request such an accommodation, including fully vaccinated employees, the Mt San Antonio Community College will require that the employee provide information from the employee’s health care provider explaining why the employee requires an accommodation.

The CDC identifies the following medical conditions and other conditions as placing or potentially placing individuals at an increased risk of severe COVID-19 illness

The CDC guidance provides that adults of any age with the following conditions are at increased risk of severe illness from the virus that causes COVID-19:

Cancer

Chronic kidney disease

COPD (chronic obstructive pulmonary disease)

Heart conditions, such as heart failure, coronary artery disease, or cardiomyopathies

Immunocompromised state (weakened immune system) from solid organ transplant

Obesity (body mass index [BMI] of 30 kg/m2 or higher but < 40 kg/m2)

Severe Obesity (BMI ≥ 40 kg/m2)

Pregnancy

Sickle cell disease

Smoking

Type 2 diabetes mellitus

The CDC guidance also provides that adults of any age with the following conditions might be at an increased risk for severe illness from the virus that causes COVID-19:

Asthma (moderate-to-severe)

Cerebrovascular disease (affects blood vessels and blood supply to the brain)

Cystic fibrosis

Hypertension or high blood pressure

Immunocompromised state (weakened immune system) from blood or bone marrow transplant, immune deficiencies, HIV, use of corticosteroids, or use of other immune weakening medicines

Neurologic conditions, such as dementia

Liver disease

Overweight (BMI > 25 kg/m2, but < 30 kg/m2)

Pulmonary fibrosis (having damaged or scarred lung tissues)

Thalassemia (a type of blood disorder)

Type 1 diabetes mellitus

The Mt San Antonio Community College periodically reviews the following web address in order to account for any additional medical conditions and other conditions that the CDC has identified as placing or potentially placing individuals at an increased risk of severe COVID-19: <https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-with-medical-conditions.html> (Last updated on December 14, 2021).

Employees are encouraged to review the list of medical conditions and other condition provided above in order to determine whether they have such a condition.

To request an accommodation, employees may make a request with their manager or supervisor or the Department of Human Resources.

*Mt San Antonio Community College s should also note that the CDC provides that the risk for severe illness from COVID-19 increases with age, with older adults at highest risk. See CDC guidance at the following web address:* [*https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/older-adults.html*](https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/older-adults.html)*..*

### COVID-19 Testing

The Mt San Antonio Community Collegepossesses authority to require that employees who report to work at Mt San Antonio Community College worksites or facilitiesbe tested for COVID-19.

*The EEOC and Department of Fair Employment and Housing (“DFEH”) both provide that Mt San Antonio Community College s possess discretionary authority to require that employees submit to COVID-19 testing. (See EEOC “What You Should Know About COVID-19 and the ADA, Rehabilitation Act, and Other EEO Laws”, A.6.,* [*https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws?utm\_content=&utm\_medium=email&utm\_name=&utm\_source=govdelivery&utm\_term*](https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws?utm_content=&utm_medium=email&utm_name=&utm_source=govdelivery&utm_term)= *,* [*https://www.dfeh.ca.gov/wp-content/uploads/sites/32/2020/03/DFEH-Employment-Information-on-COVID-19-FAQ\_ENG.pdf*](https://www.dfeh.ca.gov/wp-content/uploads/sites/32/2020/03/DFEH-Employment-Information-on-COVID-19-FAQ_ENG.pdf)

Where the Mt San Antonio Community College requires testing, the Mt San Antonio Community College has adopted policies and procedures that ensure the confidentiality of employees’ medical information and comply with the Confidentiality of Medical Information Act (“CMIA”). Specifically, the Mt San Antonio Community Collegewill keep confidential all personal identifying information of COVID-19 cases or persons with COVID-19 symptoms, unless expressly authorized by the employee to disclose such information or as other permitted or required under the law.

### COVID-19 Hazards

The Mt San Antonio Community Collegewill notify employees and subcontracted employees of any potential COVID-19 exposure at Mt San Antonio Community College worksite where a COVID-19 case and employees were present on the same day. The Mt San Antonio Community College will notify employees of such potential exposures within one (1) business day, in a way that does not reveal any personal identifying information of the COVID-19 case.

The Mt San Antonio Community College will also notify employees of cleaning and disinfecting measures the Mt San Antonio Community College is undertaking in order to ensure the health and safety of the Mt San Antonio Community College worksite wherethe potential exposure occurred.

## identification and evaluation of covid-19 hazards at Mt San Antonio Community College worksites and facilities

### Screening Employees for COVID-19 Symptoms

The Mt San Antonio Community College possesses authority to [screen employees or require that employee self-screen] for COVID-19 symptoms.

The Mt San Antonio Community College requires employees to self-screen for COVID-19 symptoms prior to reporting to any Mt San Antonio Community College worksite.

*The EEOC and DFEH both provide that Mt San Antonio Community College possess discretionary authority to ask employees about COVID-19 symptoms. (See EEOC “What You Should Know About COVID-19 and the ADA, Rehabilitation Act, and Other EEO Laws)”*

### Responding to Employees with COVID-19 Symptoms

Should an employee present COVID-19 symptoms during a Mt San Antonio Community College-administered screening or a self-screen,the employee must remain at or return to their home or place of residence and not report to work until such time as the employee satisfies the minimum criteria in order to return to work (as discussed in Section IV.J. of this CPP).

The Mt San Antonio Community College will advise employees of any leaves to which they may be entitled during this self-quarantine period.

Further, the Mt San Antonio Community College has adopted policies and procedures that will ensure the confidentiality of employees and comply with the CMIA, and the Mt San Antonio Community College will not disclose to other employees the fact that the employees presented COVID-19 symptoms.

### Mt San Antonio Community College s Response to COVID-19 Cases

In the event that anemployee tests positive for COVID-19 or is diagnosed with COVID-19 by a health care provider, the Mt San Antonio Community College will instruct the employee to remain at or return to their home or place of residence and not report to work until such time as they satisfy the minimum criteria to return to work (as discussed in Section IV.J. of this CPP).

The Mt San Antonio Community College will advise employees of any leaves to which they may be entitled during this self-isolation period.

The Mt San Antonio Community College complies fully and faithfully with all reporting and recording obligations as required under the law, including, but not limited to, reporting the COVID-19 case to the following individuals and entities as required based on the individual circumstances: (1) The local health department; (2) Cal/OSHA; (3) Employees who were present at a Mt San Antonio Community College worksite when a COVID-19 case was present; (4) Employee organizations that represent employees at the Mt San Antonio Community College worksite; (4) Mt San Antonio Community College s of any subcontracted employees who were present at the Mt San Antonio Community College worksite; and (5) The Mt San Antonio Community College’s workers’ compensation plan administrator.

If possible, the Mt San Antonio Community College will interview the COVID-19 case(s) in order to ascertain the nature and circumstances of any contact that the employee(s) had or may have had with other employees during the high-risk exposure period. If the Mt San Antonio Community College determines that there were any close contact COVID-19 exposures, the Mt San Antonio Community College will instruct those employees to remain at their home or place of residence and not report to work until such time as the employees satisfy the minimum criteria to return to work (as discussed in Section IV.J. of this CPP).

The Mt San Antonio Community College has adopted policies and procedures that will ensure the confidentiality of employees and comply with the CMIA. Specifically, the Mt San Antonio Community College will not disclose to other employees, except for those who need to know, the fact that the employee(s) tested positive for or were diagnosed with COVID-19. Further, the Mt San Antonio Community College will keep confidential all personal identifying information of COVID-19 cases or persons, unless expressly authorized by the employees to disclose such information or as other permitted or required under the law.

### Workplace-Specific Identification of COVID-19 Hazards

The Mt San Antonio Community College will periodically conduct workplace-specific assessments of all interactions, areas, activities, processes, equipment, and materials that could potentially expose employees to COVID-19 hazards.

As part of this process, the Mt San Antonio Community College identified places (work locations, work areas, and common areas) and times when employees and individuals congregate or come in contact with one another, regardless of whether employees are performing an assigned work task or not, including, for example, during meetings or trainings, in and around entrances, bathrooms, hallways, aisles, walkways, elevators, break or eating areas, cool-down areas, and waiting areas.

The Mt San Antonio Community College will provide notice of any such potential workplace exposure to all persons at Mt San Antonio Community College worksites and facilities, including employees, employees of other entities, members of the public, customers or clients, and independent contractors. The Mt San Antonio Community College considered how employees and other persons enter, leave, and travel through Mt San Antonio Community College worksites and facilities, in addition to addressing employees’ stationary workspaces or workstations.

Further, the Mt San Antonio Community College will treat all persons, regardless of the presentation of COVID-19 symptoms or COVID-19 status, as potentially infectious.

### Maximization of Outdoor Air and Air Filtration

For indoor Mt San Antonio Community College worksites and facilities, the Mt San Antonio Community College evaluates how to maximize the ventilation of outdoor air; provide the highest level of filtration efficiency compatible with the worksites and facilities’ existing ventilation systems; 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 COVID-19 transmission.

### Mt San Antonio Community College Compliance with Applicable State and Local Health Orders

The Mt San Antonio Community College monitors applicable public health orders and guidance from the State of California and the local health department related to COVID-19 hazards and prevention.

The Mt San Antonio Community Collegefully and faithfully complies with all applicable orders and guidance from the State of California and the local health department.

### Evaluation of Existing COVID-19 Prevention Controls and Adoption of Additional Controls

Periodically, the Mt San Antonio Community College evaluates existing COVID-19 prevention controls at the workplace and assess whether different and/or additional controls may be needed.

This includes evaluation of controls related to the correction of COVID-19 hazards, physical distancing, face coverings, engineering controls, administrative controls, and personal protective equipment (“PPE”) (as discussed at Section VI, subsections D, and F-H of this CPP).

### Periodic Inspections

The Mt San Antonio Community College conducts periodic inspections of Mt San Antonio Community College worksites and facilities as needed to identify unhealthy conditions, work practices, and work procedures related to COVID-19 and to ensure compliance with the Mt San Antonio Community College’s COVID-19 policies and procedures, including, but not limited to this CPP.

## investigating and responding to covid-19 cases in Mt San Antonio Community College worksites and facilities

### Procedure to Investigate COVID-19 Cases

The Mt San Antonio Community College developed a procedure for investigating COVID-19 cases in the workplace, which provides for the following: (1) requesting information from employees regarding COVID-19 cases; (2) contact tracing of employees who may have had a close contact COVID-19 exposure; (3) requesting COVID-19 test results from employees who may have had a close contact COVID-19 exposure; (4) requesting information from employees regarding the presentation of COVID-19 symptoms; and (5) identifying and recording all COVID-19 cases.

### Response to COVID-19 Cases

As provided above at Section IV.B.3., in the event that an employee tests positive for COVID-19 or is diagnosed with COVID-19 by a health care provider, the Mt San Antonio Community College will instruct the employee to remain at or return to their home or place of residence and not report to an Mt San Antonio Community College worksite until such time as the employees satisfy the minimum criteria to return to work (as discussed in Section IV.J. of this CPP).

#### Contact Tracing

If possible, the Mt San Antonio Community College will interview the COVID-19 case(s) in order to ascertain the following information: (1) the date on which the employee(s) tested positive, if asymptomatic, or the date on which the employee(s) first presented COVID-19 symptoms, if symptomatic; (2) the COVID-19 case(s) recent work history, including the day and time they were last present at an Mt San Antonio Community College worksite; and (3) the nature and circumstances of the COVID-19 case(s)’ contact with other employees during the high-risk exposure period, including whether any such contact qualifies as a close contact COVID-19 exposure.

If the Mt San Antonio Community College determines that there was or were any close contact COVID-19 exposures, the Mt San Antonio Community College will instruct those employees to remain at their home or place of residence and not report to work until such time as the employees satisfy the minimum criteria to return to work (as discussed in Section IV.J. of this CPP). Further, the Mt San Antonio Community College will instruct those employees to be tested for COVID-19, and that the Mt San Antonio Community College will provide for such testing during paid time, as discussed in subsection c. below.

#### Reporting the Potential Exposure to Other Employees

The Mt San Antonio Community College fully and faithfully complies with all reporting and recording obligations as required under the law, including, but not limited to, reporting the COVID-19 case to the individuals and entities described below.

Within one (1) business day of the time the Mt San Antonio Community College knew or should have known of a COVID-19 case, the Mt San Antonio Community College will give written notice of a potential workplace exposure to the following individuals: (1) All employees on the premises at the same worksite as the COVID-19 case during the COVID-19 case’s high-risk exposure period; (2) Independent contractors on the premises at the same worksite as the COVID-19 case during the COVID-19 case’s high-risk exposure period; and (3) Other Mt San Antonio Community College s at the worksite during the COVID-19 case’s high-risk exposure period. The Mt San Antonio Community College will provide notice by either personal service, email, or text message.

The Mt San Antonio Community College’s notice(s) will not reveal any personal identifying information of the COVID-19 case. The notice will include information about the Mt San Antonio Community College’s cleaning and disinfection plan.

Within one (1) business day of the time the Mt San Antonio Community College knew or should have known of the COVID-19 case, the Mt San Antonio Community College will also provide the notice of the potential workplace exposure to the authorized representative of any employee who was on the premises at the same worksite as the COVID-19 case during the high-risk exposure period.

#### Offer of Free COVID-19 Testing Following a Close Contact COVID-19 Exposure

The Mt San Antonio Community College makes COVID-19 testing available at no cost to employees to all employees regardless of vaccination status who had a close contact COVID-19 exposure at an Mt San Antonio Community College worksite. The Mt San Antonio Community College will offer employees COVID-19 testing during paid time, whether during the employee’s regular work schedule or otherwise, and will provide compensation for the time that the employee spends waiting for and being tested.

The Mt San Antonio Community College will not provide free COVID-19 testing to COVID-19 cases who returned to work pursuant to the criteria set forth in Section K of this CPP and have remained free of COVID-19 symptoms, for 90 days after the initial onset of COVID-19 symptoms or, for COVID-19 cases who never developed symptoms, for 90 days after the first positive test.

#### Leave and Compensation Benefits for Close Contact Exposures

The Mt San Antonio Community College provides employees that had a close contact COVID-19 exposure with information regarding COVID-19-related benefits to which the employees may be entitled under applicable federal, state, or local law, the Mt San Antonio Community College’s own leave policies, and leave guaranteed by contract.

The Mt San Antonio Community College will continue and maintain these employees’ earnings, seniority, and all other employee rights and benefits, including the employees’ right to their former job status, as if the employees had not been removed from their jobs.

The Mt San Antonio Community College may require that these employees use Mt San Antonio Community College -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.

#### Investigation to Determine Whether Workplace Conditions Contributed to COVID-19 Exposure

The Mt San Antonio Community College will conduct an investigation in order to determine whether any workplace conditions could have contributed to the risk of COVID-19 exposure and what may be done to reduce exposure to such COVID-19 hazards, if any.

### Confidential Medical Information

TheMt San Antonio Community College will protect the confidentiality of the COVID-19 cases, and will not disclose to other employees the fact that the employees tested positive for or were diagnosed with COVID-19.

The Mt San Antonio Community College will keep confidential all personal identifying information of COVID-19 cases unless expressly authorized by the employees to disclose such information or as other permitted or required under the law.

## Correction of covid-19 hazards at [Mt San Antonio Community College worksites and facilities

The Mt San Antonio Community College will implement effective 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.

This includes, but is not limited to, implementing controls and/or policies and procedures in response to the evaluations conducted related to the identification and evaluation of COVID-19 hazards and investigating and responding to COVID-19 cases in the workplace. This also includes implementing controls related to physical distancing, face coverings, engineering controls, administrative controls, and personal protective equipment (“PPE”).

## training and instruction of employees

### COVID-19 Symptoms

The Mt San Antonio Community College provides employees training and instruction on COVID-19 symptoms, including advising employees of COVID-19 symptoms, which include the following: (1) fever of 100.4 degrees Fahrenheit or higher or chills; (2) cough; (3) shortness of breath or difficulty breathing; (4) fatigue; (5) muscle or body aches; (6) headache; (7) new loss of taste or smell; (8) sore throat; (9) congestion or runny nose; (10) nausea or vomiting; or (11) diarrhea, unless a licensed health care professional determines the person’s symptoms were caused by a known condition other than COVID-19.

The Mt San Antonio Community Collegemonitors and adheres to guidance issued by the CDC concerning COVID-19 symptoms, including guidance provided at the following web address: <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>. The Mt San Antonio Community Collegewill advise employees in the event that the CDC revises the symptoms that its associates with COVID-19.

In addition to providing training and instruction on COVID-19 symptoms, the Mt San Antonio Community College provides information and instruction on the importance of employees not coming to work if they have any COVID-19 symptoms. As discussed below, the Mt San Antonio Community College provides information on paid leaves to which employees may be entitled if they are experiencing a COVID-19 symptom and would like to be tested for COVID-19.

### COVID-19 Vaccinations

The Mt San Antonio Community College provides employees information and instruction on the fact that COVID-19 vaccines are effective at both preventing the transmission of the virus that causes COVID-19 and preventing serious illness or death, and how employees may receive paid leave for reasons related to COVID-19 vaccinations.

As discussed below, the Mt San Antonio Community College provides information on paid leaves to which employees may be entitled in order for them to be vaccinated and in the event that they experience any illness or adverse effects as a result of such vaccination.

### Mt San Antonio Community College ]’s COVID-19 Policies and Procedures

The Mt San Antonio Community College provides regular updates to employees on the Mt San Antonio Community College’s policies and procedures adopted in order to prevent COVID-19 hazards at Mt San Antonio Community College worksites and facilities, how such policies and procedures are intended to protect the health and safety of employees and Mt San Antonio Community College worksites and facilities, and how employees may participate in the identification and evaluation of COVID-19 hazards in order to make such worksites and facilities healthier and safer for themselves and others.

### COVID-19 Related Benefits

The Mt San Antonio Community College advises and provides updates to employees on the leaves to which employees may be entitled under applicable federal, state, or local laws as well as the Mt San Antonio Community College’s own leave policies.

Further, when employees require leave in order to receive a COVID-19 test or to be vaccinated or are directed not to report to work by the Mt San Antonio Community College for reasons related to the presentation of COVID-19 symptoms, a COVID-19 case, close contact COVID-19 exposure, the Mt San Antonio Community Collegewilladvise the employees of the leaves to which the employees may be entitled for that specific reason.

### Spread and Transmission of the Virus that Causes COVID-19

The Mt San Antonio Community College advises and provides updates to employees about the known spread and transmission of COVID-19. The Mt San Antonio Community Collegespecificallyadvises employees of the following: (1) that COVID-19 is an infectious respiratory disease; (2) that he virus that causes COVID-19 can be spread through the air when an infectious person talks or vocalizes, sneezes, coughs, or exhales; (3) that particles containing the virus can travel more than six (6) feet, especially indoors, so physical distancing must be combined with other controls, including face coverings and hand hygiene, including hand washing, in order to be effective; (4) that COVID-19 may be transmitted when a person touches a contaminated object and then touches their eyes, nose, or mouth, although that is less common; and (5) that an infectious person may have present no COVID-19 symptoms or be pre-symptomatic.

### Hand Hygiene, and Face Coverings and Respirators

The Mt San Antonio Community College advises employees of the importance of physical distancing, face coverings, and hand hygiene, including hand washing, and instructs employees that the combination of physical distancing, face coverings, increased ventilation indoors, and respiratory protection make such preventative measures most effective.

With respect to hand hygiene, the Mt San Antonio Community College provides employees information regarding the importance of frequent hand washing, that hand washing is most effective when soap and water are used and the employees washes for at least 20 seconds. The Mt San Antonio Community College instructs employees to use hand sanitizer when employees do not have immediate access to a hand washing facility (*i.e.*, a sink) and that hand sanitizer will not be effective if the employee’s hands are soiled.

With respect to face coverings and respirators, the Mt San Antonio Community College provides employees information on the benefits of face coverings, both to themselves and to others. The Mt San Antonio Community College also provides employees instructions on the proper use of face coverings and the differences between face coverings and respirators.

The Mt San Antonio Community College will provide certain employees respirators for their use in certain circumstances, including to individuals who are not fully vaccinated, who are working indoors or in a vehicle with more than one person, and who request the devices for their use at work. At such time as the Mt San Antonio Community Collegeprovides respirators to employees for their use, it will provide such employees training on the proper use of such respirators, including, but not limited to, the method by which employees may check the seal of such respirator in conformance with the manufacturer’s instructions.

The Mt San Antonio Community College will provide training on the conditions under which face coverings must be worn at the workplace and that face coverings are additionally recommended outdoors for people who are not fully vaccinated if six feet of distance between people cannot be maintained. Employees can request face coverings from the Mt San Antonio Community College at no cost to the employee and can wear them at work, regardless of vaccination status, without fear of retaliation.

*Mt San Antonio Community College provides a respirator of the correct size for voluntary use. Training is provided on (1) How to properly wear the respirator provided; and (2) How to perform a seal check, including the fact that facial hair interferes with a seal.*

*Requests for respirators are done through the Risk Management office by scheduling an appointment with risk management staff to ensure a proper fit and confirm training video has been completed.*

## face coverings

### General Face Covering Requirements

The Mt San Antonio Community College provides face coverings to all employees who are not fully vaccinated and requires that such face coverings are worn by employees when indoors or in vehicles, unless certain conditions are satisfied, as explained below.

The Mt San Antonio Community College adheres to the most restrictive or prescriptive public health order provided by the CDC, CDPH or the local health department applicable to the Mt San Antonio Community College, and will provide face coverings and ensure they are worn by employees when required by orders from the CDPH and Los Angeles County Department of Public Health.

The Mt San Antonio Community College requires that employees face coverings be clean and undamaged. The Mt San Antonio Community College allows employees to use face shields to supplement, not supplant, face coverings.

### Limited Exceptions

The Mt San Antonio Community College provides for the following exceptions to the face coverings requirement:

When an employee is alone in a room (*e.g.*, alone in an office or another space with walls that extend from the floor to the ceiling and a door that may be closed in order to close the space to others) or vehicle;

While eating and drinking at the workplace, provided employees are at least six (6) feet apart and outside air supply to the area, if indoors, has been maximized to the extent feasible.

Employees wearing respirators required by the Mt San Antonio Community Collegeand being used in compliance with the regulatory requirements for the use of such respirators.

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.

*Mt San Antonio Community College may elect not to accommodate or exempt such individuals with “a medical or mental health condition or disability” from the face covering requirement.*

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

### Required Use of Effective Non-Restrictive Alternative for Employees Exempted from Face Covering Requirement

The Mt San Antonio Community College requires that itsemployees who are exempted from wearing face coverings due to a medical condition, mental health condition, or disability wear an effective non-restrictive alternative, such as a face shield with a drape on the bottom, if their condition or disability permits it.

### Physical Distancing Required If Employee Is Not Wearing Face Covering or Non-Restrictive Alternative

The Mt San Antonio Community College requires that any employees not wearing a face covering due to exception number 5, identified in Subsection 2 above, and not wearing a face shield with a drape or other effective alternative as described in Subsection 3 above, shall remain at least six (6) feet apart from all other persons unless the unmasked employees are tested at least weekly for COVID-19 during paid time and at no cost to the employee or are fully vaccinated.

In situations where a face covering is otherwise required, face coverings must be worn, and the exceptions to face coverings contained in this section no longer apply.

However, the Mt San Antonio Community Collegedoes not use COVID-19 testing as an alternative to face coverings when face coverings are otherwise required by this section.

### Prohibition on Preventing Employees from Wearing Face Covering

The Mt San Antonio Community Collegedoes not prevent any employee from wearing a face covering when wearing a face covering is not required by this section, unless not wearing a face covering would create a safety hazard, such as interfering with the safe operation of equipment.

### Communication to Non-Employees Regarding Face Covering Requirement

The Mt San Antonio Community College posts signage to inform non-employees of the Mt San Antonio Community College’s requirements concerning the use of face coverings at Mt San Antonio Community College worksites, facilities, on campus grounds.

## other engineering controls, administrative controls and personal protective equipment (ppe)

### Maximization of Outdoor Air

As provided above at Section IV.B.5., for indoor Mt San Antonio Community College worksites and facilities, the Mt San Antonio Community Collegeevaluated how to maximize the quantity of outdoor air.

Further, for Mt San Antonio Community College worksites and facilities with mechanical or natural ventilation, or both, the Mt San Antonio Community College maximizes the quantity of outside air provided to the extent feasible, except when the Environmental Protection Agency (“EPA”) Air Quality Index (“AQI”) is greater than 100 for any pollutant or if opening windows or letting in outdoor air by other means would cause a hazard to employees, for instance from excessive heat or cold.

### Cleaning Procedures

The Mt San Antonio Community College undertakes the following cleaning measures:

Within 24 hours of a person confirmed to have COVID-19, routine cleaning PLUS disinfection will take place in all areas used by COVID positive individual.

### 2. If more than 24 hours have passed since the person who is sick or diagnosed with COVID-19 has been in the space cleaning is enough. The college may choose to also disinfect depending on certain conditions or everyday practices required by your facility.

3.. Mt San Antonio College will Identify and regularly clean frequently touched surfaces and objects, such as doorknobs, elevator buttons, equipment, tools, handrails, handles, controls, phone, headsets, bathroom surfaces, and steering wheels;

4. Inform employees and authorized employee representatives of the Mt San Antonio Community College’scleaning and disinfection protocols, including the planned frequency and scope of cleaning and disinfection; and

5. Cleaning and disinfecting all areas used by the COVID-19 positive individual such as offices, restrooms, common areas, shared electronic equipment like tablets, touch screens, keyboards, remote controls, and ATM machines, with disinfectants approved by the CDC and the Environmental Protection Agency (‘EPA”), and vacuuming the affected areas used by the COVID-19 positive individual , if needed, with a high–efficiency particulate air (“HEPA”0 filter, if available and taking additional precautions while vacuuming to reduce the risks of transmitting the virus that causes COVID-19 into the air near the vacuumed surfaces.

6. If Necessary for porous surfaces (e.g. carpet, chair) in the ill person’s space/office, remove visible contamination, clean with appropriate cleaners, and disinfect with a liquid/spray indicated for use on the material.

7. Spaces used by the COVID-19 positive individual will be closed until after cleaning and disinfecting.

8. Clean areas, material, and equipment used by a COVID-19 case during the high-risk exposure period and disinfection if the area, material, or equipment is indoors and will be used by another employee within 24 hours of the COVID-19 case.

*The current Cal/OSHA COVID-19 ETS recommends that employees not share certain items, such as phone, headsets, desks, keyboards, writing materials, instruments and tools, and that such items need to be disinfected between uses by different persons.*

Further, the Mt San Antonio Community College requires thatcleaning must be done in a manner that does not create a hazard to employees or subcontracted employees who do the cleaning and disinfecting.

### Evaluation of Handwashing Facilities

In order to protect employees, the Mt San Antonio Community College evaluates its handwashing facilities in order to determine the need for additional facilities, encourage and allow time for employee handwashing, and provide employees with an effective hand sanitizer.

The Mt San Antonio Community College encourages employees to wash their hands with soap and water for at least 20 seconds each time.

The Mt San Antonio Community Collegedoes not provide hand sanitizers with methyl alcohol.

### Personal Protective Equipment (“PPE”)

#### Evaluation of the Need for PPE

The Mt San Antonio Community College evaluates the need for PPE in order to prevent employees from being exposed to COVID-19 hazards.

#### Provision of PPE When Necessary

The Mt San Antonio Community College provides PPE, including, but not limited to, face coverings, respirators, gloves, goggles, and face shields, to and for employees who require such equipment in order to perform their job duties in a healthy and safe manner, including where employees are exposed to procedures that may aerosolize potentially infectious material such as saliva or respiratory tract fluids.

Upon request, the Mt San Antonio Community College shall provide respirators to employees for voluntary use to all employees who are not fully vaccinated and who are working indoors or in vehicles with more than one person. Whenever the Mt San Antonio Community College makes respirators available for voluntary use, the Mt San Antonio Community Collegewill ensure that employees receive a respirator of the correct size and will provide such employees training on the proper use of such respirators, including, but not limited, the method by which employees may check the seal of such respirator in conformance with the manufacturer’s instructions, as discussed in Section IV.E.6.

### Testing of Symptomatic Employees Who Are Not Fully Vaccinated

The Mt San Antonio Community Collegemakes COVID-19 testing available at no cost to employees with COVID-19 symptoms who are not fully vaccinated. This testing will be made available during the employees’ paid time.

## Reporting, recordkeeping and access

### Reporting COVID-19 Cases to the Local Health Department

The Mt San Antonio Community College reports COVID-19 cases and COVID-19 outbreaks at Mt San Antonio Community College worksites and facilities to the local health department. Further, the Mt San Antonio Community College provides any related information requested by the local health department.

### Maintenance of Records Related to the Adoption of the CPP

The Mt San Antonio Community College maintains records of the steps it has taken to implement this provisions described in this CPP.

### Availability of the CPP for Inspection

The Mt San Antonio Community College makes this written CPP available to employees and employee organizations at Mt San Antonio Community College worksites or facilities. Further, the Mt San Antonio Community College makes this written CPP available to Cal/OSHA representatives immediately upon request.

### Records Related to COVID-19 Cases

The Mt San Antonio Community College keeps a record of and tracks all COVID-19 cases with the following information: (1) employee’s name; (2) contact information; (3) occupation; (4) location where the employee worked: (5) the date of the last day at the workplace; and (6) the date of a positive COVID-19 test.

The Mt San Antonio Community Collegekeeps employees’ medical information confidential.

## exclusion of covid-19 cases AND EMPLOYEES WHO HAD A CLOSE CONTACT COVID-19 Exposure

### Exclusion of COVID-19 Cases from [Mt San Antonio Community College Worksites and Facilities

The Mt San Antonio Community College ensures that COVID-19 cases are excluded from Mt San Antonio Community Collegeworksites and facilities until the employee satisfies the minimum return to work criteria, as provided in Section IV.J.

### Exclusion of Employees with Close Contact COVID-19 Exposures from [Mt San Antonio Community College ] Worksites and Facilities

The Mt San Antonio Community College ensures that employees who had a close contact COVID-19 exposure are excluded from Mt San Antonio Community College worksites and facilities until the employee satisfies the minimum return to work criteria, as provided in Section IV.J.

### Provision of Benefits to Employees Excluded from Work as a Result of a Positive COVID-19 Test or Diagnosis or a Close Contact COVID-19 Exposure

#### Employees Who Are Able to Telework During Isolation or Quarantine Period

The Mt San Antonio Community College allows employees who are able to telework to telework during the isolation or quarantine period. The Mt San Antonio Community College will provide these employees their normal compensation for the work that they perform for the Mt San Antonio Community College during the isolation or quarantine period.

The Mt San Antonio Community College continues and maintains such an employee's earnings, wages, 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.

#### Employees Who Are Unable to Telework During Isolation or Quarantine Period

The following employees are not entitled to the benefits described below: (1) Employees for whom the Mt San Antonio Community College can demonstrate that the close contact COVID-19 exposure was not work-related; and (2) Employees who received disability payments or were covered by workers’ compensation and received temporary disability. Such employees may still use paid sick leave for the purpose of receiving compensation during the isolation or quarantine period if they elect to do so.

For other employees, the Mt San Antonio Community College requires that employees who are unable to telework, but are otherwise able and available to work, the Mt San Antonio Community College may use paid sick leave available to the employee for the purpose of continuing and maintaining the employee’s earnings during the isolation or quarantine period. The Mt San Antonio Community College may use the employee’s paid sick leave in order to continue and maintain the employee’s earnings during the isolation or quarantine period.

Employees retain their entitlement to elect not to use other earned or accrued paid leave during this time. The Mt San Antonio Community College may provide such employees who are unable to telework, but who do not have any paid sick leave available, paid administrative leave in order to receive compensation during the isolation or quarantine period.

For all employees who are subject to an isolation or quarantine because of a COVID-19 case or a close contact COVID-19 exposure, the Mt San Antonio Community College will maintain the employees’ seniority and all other employee rights and benefits, including the employees’ right to their former job status, during the isolation or quarantine period.

### Adherence with Laws, Policies, and/or Agreements Providing Excluded Employees Greater Protections

The obligations set forth in this section do not limit any other applicable law, **Mt San Antonio Community College** policy, or collective bargaining agreement that provides employees with greater protections or benefits.

### Provision of Information Concerning Benefits to Excluded Employees

At the time of exclusion, the Mt San Antonio Community College provides the excluded employees the information on paid leave benefits to which the employees may be entitled under applicable federal, state, or local laws.

This includes, but is not limited to, any paid leave benefits available under workers’ compensation law, Labor Code sections 3212.86 through 3212.88, any applicable local governmental requirements, the Mt San Antonio Community College’sown leave policies, and leave guaranteed by contract.

## return to work criteria

*Mt San Antonio Community Colleges possess discretionary authority to adopt the shorter isolation and quarantine periods for their employees. However, Mt San Antonio Community Colleges that have a represented workforce and elect to adopt and implement the shorter isolation and quarantine periods should provide notice to their employee organizations and an opportunity to bargain the change in return to work criteria. Certain Mt San Antonio Community Colleges that are facing staffing shortages and operational issues as a result may be able to utilize an emergency exception to the obligation to negotiate such a decision prior to adopting the decision itself.*

### Minimum Criteria to Return to Work for COVID-19 Cases

Unless the exception discussed below applies, the Mt San Antonio Community College requires that a COVID-19 case isolate and remain at their home or place of residence and not report to any Mt San Antonio Community College worksite following their diagnosis as a COVID-19 case.

A COVID-19 case may discontinue isolation and return to Mt San Antonio Community College worksites after satisfying the conditions of either of the two (2) following protocols.

#### Testing to Discontinue Isolation and Return to Work

Upon the completion of five (5) days in isolation, a COVID-19 case may discontinue their isolation and return to an Mt San Antonio Community College worksite work if they satisfy each of the following conditions:

(1) The COVID-19 case is either asymptomatic or their symptoms associated with COVID-19 are resolving (*i.e.*, improving);

(2) The COVID-19 case received a test for COVID-19 on or after day five (5) of the isolation period, and the test returned a negative result; and

(3) The COVID-19 case wears a face covering while at the worksite for at least 10 days from the day of the initial diagnosis.

An employee who has a fever will not be permitted to discontinue isolation or return to work until the fever is resolved.

*Further, if the Mt San Antonio Community College adopts this updated guidance and requires that an employee be tested for COVID-19 in order to expedite the employee’s return to work, the Mt San Antonio Community College must pay for such test (See Labor Code § 2802(a)) and also provide the employee compensation for the time being tested (See 29 CFR 785.43).]*

#### Discontinuation of Isolation through No Testing

Upon the completion of the 10 day isolation, a COVID-19 case who has not submitted to COVID-19 testing may discontinue their isolation and return to an Mt San Antonio Community College worksite without testing if the COVID-19 case is either asymptomatic or their symptoms associated with COVID-19 are resolving (*i.e.*, improving).

An employee who has a fever will not be permitted to discontinue isolation or return to work until the fever is resolved.

#### Limited Exception to Isolation Requirement for Certain Health Care Personnel During a Critical Staffing Shortage

Between January 8 and February 1, 2022, during a critical staffing shortage, health care personnel who are either fully vaccinated *and* boosted, or fully vaccinated, but not yet booster-eligible, do not need to isolate following a positive diagnosis for COVID-19 if the employee satisfies the following conditions:

1. The employee is either asymptomatic or mildly symptomatic;
2. The employee must maintain physical separation from other health care personnel as much as possible; and
3. The employee must wear an N95 respirator at all times in the health care facility for source control.

In such a circumstance, the Mt San Antonio Community College will prioritize the assignment and placement of such personnel such that they provide direct care of individuals with confirmed COVID-19 cases. To the extent practicable, the Mt San Antonio Community College will assign and place such personnel in cohort care settings.

### Minimum Criteria to Return to Work for Close Contacts

Unless one of the exceptions discussed below applies, the Mt San Antonio Community College requires that any employee who has had a close contact exposure to a COVID-19 case quarantine and not report to any Mt San Antonio Community Collegeworksite following their exposure.

An employee who has had such an exposure may discontinue quarantine and return to work after satisfying the conditions of either of the two (2) following protocols.

#### Testing to Discontinue Quarantine and Return to Work

Upon completion of five (5) days in quarantine, an employee who has had a close contact exposure may discontinue their quarantine and return to Mt San Antonio Community Collegeworksites if they satisfy each of the following conditions:

(1) The employee who had a close contact exposure is asymptomatic;

(2) The employee who had a close contact received a test for COVID-19 on or after day five (5) following the exposure, and the test returned a negative result; and

(3) The employee who had a close contact wears a face covering while at the worksite for at least 10 days following the exposure.

If an employee who has had a close contact exposure develops symptoms associated with COVID-19, the Mt San Antonio Community College will exclude the employee from the Mt San Antonio Community College’s worksites until the employee is tested for COVID-19 and tests negative.

If an employee who has had a close contact exposure tests positive, the

will require that the employee follow the isolation requirements provided for above.

*Pursuant to the amended and readopted Cal/OSHA COVID-19 ETS, the COVID-19 test should not be both self-administered and self-read (See amended “COVID-19 test” definition at 8 CCR 3205(b)(6)(C).) Further, if the Mt San Antonio Community College adopts this updated guidance and requires that an employee be tested for COVID-19 in order to expedite the employee’s return to work, the Mt San Antonio Community College must pay for such test (See Labor Code § 2802(a)) and also provide the employee compensation for the time being tested (See 29 CFR 785.43).]*

#### Discontinuation of Quarantine through No Testing

Upon the completion of the 10 day quarantine, an employee who has had a close contact exposure, but has not submitted to COVID-19 testing, may discontinue their quarantine and return to an Mt San Antonio Community Collegeworksite without testing if the employee who had a close contact exposure is asymptomatic.

#### Exceptions to Quarantine Requirements

##### **No Quarantine Required for Employees Who are Boosted or Fully Vaccinated, But Not Yet Eligible for a Booster**

Following a close contact exposure, the Mt San Antonio Community College will not exclude from Mt San Antonio Community College worksites employees who are and remain asymptomatic and are either fully vaccinated and boosted employees or fully vaccinated employees who are not yet eligible for a booster dose, and have provided the Mt San Antonio Community College documentation of such vaccination/booster status.

In order to remain at work, the Mt San Antonio Community College requires that such employees submit to a COVID-19 test on day five (5) following a close contact exposure and that the test return a negative result.

If the employee develops any symptoms associated with COVID-19 following the close contact exposure, the Mt San Antonio Community College requires that the employee be excluded from all Mt San Antonio Community College worksites until the employee submits to a COVID-19 test and satisfies the applicable isolation or quarantine requirements.

##### **No Quarantine Required for Employees Who are Fully Vaccinated, and Booster-Eligible, But Not Yet Boosted**

Asymptomatic employees who are fully vaccinated and booster eligible but have not yet received the booster are not required to quarantine upon a close contact exposure if the employee (1) obtains a negative result from a COVID-19 Test taken within 3 to 5 days after the most recent close contact exposure, (2) wears a well-fitting mask around other’s for a total of ten days from the date of the most recent close contact exposure, and (3) continues to be asymptomatic.

##### **No Quarantine Required for Health Care or Emergency Medical Services Personnel During a Staffing Shortage**

Between January 8 and February 1, 2022, during a critical staffing shortage, healthcare and emergency medical services personnel do not need to quarantine following a close contact exposure if the employee satisfies the following conditions:

1. The employee is asymptomatic; and
2. The employee wears an N95 respirator at all times for source control.

In such a circumstance, the Mt San Antonio Community College will prioritize the assignment and placement of such personnel such that they provide direct care of individuals with confirmed COVID-19 cases. To the extent practicable, the Mt San Antonio Community College will assign and place such personnel in cohort care settings.

*The above quarantine guidelines are only applicable during critical staffing shortages. (See All Facilities Letter (“AFL”) 21-08.7, Table “Work Restrictions for [Health Care Personnel] with SARS-CoV-2 Infection (Isolation),” available at the following web address:* [*https://www.cdph.ca.gov/Programs/CHCQ/LCP/Pages/AFL-21-08.aspx*](https://www.cdph.ca.gov/Programs/CHCQ/LCP/Pages/AFL-21-08.aspx)*.*

*The CDPH extended the scope of the AFL’s guidance regarding quarantines to cover emergency medical services personnel. See CDPH Guidance for Local Health Jurisdictions on Isolation and Quarantine of the General Public, available at the following web address:* [*https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Guidance-on-Isolation-and-Quarantine-for-COVID-19-Contact-Tracing.aspx*](https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Guidance-on-Isolation-and-Quarantine-for-COVID-19-Contact-Tracing.aspx)

### Minimum Criteria to Return to Work for Employees Directed to Self-Quarantine or Isolate by a State or Local Health Official

If employees are subject to an isolation or quarantine order issued by a state or local health official, the Mt San Antonio Community College requires that the employees not report to any Mt San Antonio Community College worksite until the period of isolation or quarantine is completed or the order is lifted.

If the relevant order did not specify a definite isolation or quarantine period, then the Mt San Antonio Community College will require that employees isolate or quarantine according to the applicable periods and criteria provided for in this Section or as otherwise instructed by the Mt San Antonio Community College.

### Allowance by Cal/OSHA for an Employee to Return to Work

If no violations of state or local health officer orders related to the employee’s isolation, quarantine, or exclusion would result, the Mt San Antonio Community Collegemay request that Cal/OSHA waive the quarantine or isolation requirement for essential employees and allow such employees to return to work on the basis that the removal of employees would create undue risk to a community’s health and safety.

Where the absence of an essential employee from the Mt San Antonio Community College’s worksite would cause a staffing shortage that would have an adverse on a community’s health and safety and pose an undue risk to the community’s health and safety as a result, Cal/OSHA may grant such waiver.

In order to request a waiver under such circumstances, the Mt San Antonio Community College will submit the written request to [rs@dir.ca.gov](mailto:rs@dir.ca.gov). In the event of an emergency, the Mt San Antonio Community College may request a provisional waiver by contacting the local Cal/OSHA office while the Mt San Antonio Community College prepares the written waiver request.

The written waiver request must provide for the following information:

1. Mt San Antonio Community College name and business or service;
2. Mt San Antonio Community College point-of-contact name, address, email and phone number;
3. Statement that there are no local or state health officer orders for isolation or quarantine of the excluded employees;
4. Statement describing the way(s) in which excluding the exposed or COVID-19 positive employees from the workplace impacts the Mt San Antonio Community College ’s operation in a way that creates an undue risk to the community’s health and safety;
5. Number of employees required to be quarantined under the Cal/OSHA regulation, and whether each was exposed to COVID-19 or tested positive for COVID-19; and
6. The Mt San Antonio Community College’s control measures to prevent transmission of COVID-19 in the workplace if the employee(s) return or continue to work in the workplace, including the prevention of further exposures. These measures may include, but are not limited to, preventative steps such as isolating the returned employee(s) at the workplace and requiring that other employees use respirators in the workplace.

In addition to submitting a request for a Cal/OSHA waiver, the Mt San Antonio Community College will develop, implement, and maintain effective control measures to prevent transmission in the workplace including providing isolation for the employees at the Mt San Antonio Community Collegeworksite and, if isolation is not feasible, the use of respirators in the workplace.