GOAL:
To review some of the key measures employers must have in place to protect workers from COVID-19, under the Cal/OSHA Emergency Temporary Standards.

ESTIMATED DURATION: 20–40 minutes (depending on use of small groups)

Materials needed:
- Case study — Eliana’s story
- Fact sheet: Your employer must protect you from COVID-19
- If using slides: Slides 8 – 16 for the activity

Introduction:
Workers have the right to work in a safe and healthy workplace, and that includes being protected from COVID-19. In this activity, we will review some of the key steps employers must take under the Cal/OSHA standard.

Steps:
1. Read the worker story out loud.
   - If using slides, you can show the story on Slide 9.

   Eliana is a janitor and heard that her co-worker, Edgar, had COVID-19 symptoms and tested positive. Edgar kept working and did not tell the employer because of fear of losing pay. Eliana is worried. Workers share the same breakroom and don’t have enough space to distance. The only thing her employer has done differently in the pandemic is to tell workers to bring and wear a mask and to disinfect more surfaces.
2. **Lead a group discussion.**

Distribute the fact sheet and let them know they can use it to answer the questions. If you are using small groups, break people up into groups and give them the discussion questions. If you are using the slides, the questions can be found on Slide 10.

Lead a discussion once you bring everyone back. After you ask each question, wait for participants to answer, and then fill in with any missing information.

**A. What should the employer do for workers like Edgar who got sick with COVID-19? (Slides 11 – 13)**

**Answers include:**

- Have a symptom screening program and encourage workers to self-screen each day before their shift starts
- Train workers that they should not come to work if they have symptoms and let them know where to get COVID testing
- Exclude workers from the worksite and let them know they will be able to return once:
  - at least 10 days have passed since symptoms began
  - they have not had a fever of 100.4°F or higher for at least 24 hours
  - their symptoms have improved
- If Edgar was exposed at work, investigate how and eliminate or reduce the hazard
- Workers may qualify for paid leave — give information about state and local benefits
- Give workers their jobs back after they take leave
- Do not retaliate for reporting symptoms or taking leave
B. What should the employer do to protect Eliana and other workers who may have been exposed? (Slides 14 – 16)

Answers include:

- Identify and put measures in place to protect workers and prevent infection
  - including distancing in all areas such as break rooms, ventilation, disinfection and handwashing, and provide face coverings
- Identify which workers may have been exposed to a COVID case and notify them in writing within one business day. Workers are considered exposed if they were:
  - within 6 feet of someone positive
  - for at least 15 minutes (not necessarily continuous) within a 24 hour period
  - while the person was in the “high risk exposure period” — from two days before a positive test result or symptoms started until 10 days after (and at least 24 hours without fever and symptoms have improved)
- Offer free testing during paid time
- Guarantee paid time if workers have to take time off, but are able and available to work
- Let workers know when they can return to work; they will be off work for at least 10 days
- Investigate how workers got infected and make changes
- Provide training about preventing COVID-19

3. Summarize with a key message:

The employer has to take multiple steps to protect workers from COVID-19 and cannot retaliate if workers get sick or need to take leave. All of these steps together can help prevent the spread.