

This document is intended as a draft starting point for further discussion and it is intended for use only in California. County, state, and local laws vary. **This document does not constitute legal advice regarding the topics contained herein. For more information, please contact Kevin Bland (kevin.bland@goletree.com) or Karen Tynan (Karen.tynan@ogletree.com).**

Is this an outbreak situation?

- Multiple Outbreaks (3 or more cases in a 14-day period)
- Major Outbreaks (20 or more cases in a 20-day period)

No

Yes

Notice must be given in one business day per the following:

	Employees	Authorized Representatives	Independent contractors onsite	Close Contacts (See 6/15/24 rule)
Written and via personal service, email, and text message (Cal. Labor Code § 6409.6(a)(1))	X	X	X	X
Include info regarding COVID-19-related benefits and anti-discrimination/anti-retaliation policies (Cal. Labor Code § 6409.6(a)(3))	X	X		X
Include information regarding disinfection and safety plan (Cal. Labor Code § 6409.6(a)(4))	X	X	X	X
Include the same information required in an incident report in a Cal/OSHA Form 300 log (Cal. Labor Code § 6409.6(c))		X		X
Testing information, including reason for the testing and possible consequences of positive test (8 CCR 3205(c)(1)(C))				X
Exclusion from work for a period of 14 days (8 CCR 3205(c)(10)(C))				X

Notify the local health department within 48 hours.

Notice must include:

- Total number of cases
- Name
- Contact information
- Occupation
- Workplace location
- Business address
- Hospitalization/fatality status
- NAICS code

(8 CCR 3205.1(f); Cal. Labor Code § 6409.6(b))

Did the COVID-19 case lead to a hospitalization?

No

Yes

No further steps under either regulation.

Notice to Cal/OSHA pursuant to 8 CCR 342(a) (same report req't as any other serious injury/death).