**COVID-19 Prevention Plan Revision Summary**

The following table provides a summary of the changes made to the COVID-19 Prevention Plan template based on the recent Cal/OSHA Revisions. If you have any questions, please reach out to your Sedgwick Risk Control Manager or to [answers@sedgwick.com](mailto:answers@sedgwick.com).

| **Page Number** | **New/Changes** | **Deleted** |
| --- | --- | --- |
| 1 | **Added:**  **Scope** – defines which employees are not covered by the policy:   * 1. Work locations with one employee who does not have contact with other persons.   2. Employees working from home.   3. Employees with occupational exposure as defined by Cal/OSHA Title 8 Section 5199, when covered by that section.   4. Employees teleworking from a location of the employee’s choice, which is not under the control of (enter name of entity). |  |
| 2 | **Changed: Employee Screening**   * Requires description **if** employee screening process will be conducted indoors at the workplace * Requires statement that face coverings will be required by those screeners and employees who are not fully vaccinated. | **Employee Screening**   * “We screen our employees by” |
| 2 | **Added:**  **Ventilation and Filtration Efficiency**   * General statement that can be used as is. |  |
| 2/3 |  | **Physical Distancing – Deleted**   * Deleted in its entirety |
| 3 | **Face Covering** –  **Added**   * Face covering provisions for employees who are not fully vaccinated. * Minor changes to exceptions to when employees are required to wear face covering under this section 3205 or sections 3205.1 through 3205.4 * Changes regarding testing, including that testing must be provided during paid time. * Edits regarding face coverings provisions regardless of vaccination status. | **Face Covering** –  **Deleted**   * Multiple deletions to descriptions to face coverings which are no longer required. |
| 4 |  | **Engineering Controls** –  **Deleted:**   * First paragraph and the example |
| 4/6 | **Cleaning and Disinfecting**  **Added:**   * In the fifth bullet: Added “headsets” * Added language regarding disinfection when there is a COVID-19 case. | **Cleaning and Disinfecting**  **Deleted:**   * References to “disinfection” * Requirement to instruct employees to disinfect common and high contact areas. |
| 5 | **Regarding what happens if there is a COVID-19 case:**  **Added:**   * To first paragraph: “during the high-risk exposure period, and disinfection of the area, material or equipment is indoors and will be used by another employee within 24 hours of the COVID-19 case,” | **Regarding what happens if there is a COVID-19 case:**  **Deleted:**   * In the first paragraph: ~~in our workplace,~~ |
| 6 | **PPE Used to Control Employees’ Exposure to COVID-19** **–**  **Added**:   * Language regarding the provision of respirators for voluntary use. | **PPE Used to Control Employees’ Exposure to COVID-19**  **Deleted:**   * Reference to respiratory protection in accordance to Section 5144. |
| 7 |  | **Shared Tools, Equipment, and Personal Protective Equipment (PPE)**  **Deleted:**   * Entire section was deleted. |
| 7 | **Systems of Communications –**  **Added**   * Language that employee communication needs to include information regarding when testing is not required for fully vaccinated employees. |  |
| 8 | **Training and Instruction –**  **Added:**   * Informing employees how to participate in the identification and evaluation of COVID-19 hazards. * Informing employees of benefits available if they contract COVID-19 “ * Informing employees regarding the provision of, voluntary use of, and how to fit test respirators for unvaccinated employees. * Statements regarding how spread of the virus is controlled * Informing employees how to access COVID testing and vaccination * Informing employees of conditions under which face coverings must be worn. | **Training and Instruction –**  **Deleted:**   * Entire bullet regarding methods of social distancing. * From the bullet regarding particulates containing virus, ~~must be combined with other controls, including face coverings and hand hygiene, to be effective.~~ |
| 9 | **Exclusion of COVID-19 Cases –**  **Added:**   * Added to opening statement: “and employees who had a close contact” * Added exceptions to the exclusion of COVID-19 cases: | **Exclusion of COVID-19 Cases** –  **Deleted:**   * Statement regarding exclusion of asymptomatic employees * Statement regarding critical staffing shortages * Statement regarding reduction of quarantine |
| 9 |  | **Reporting, Recording, and Access –**  **Deleted:**   * Requirement to report COVID related illness or death to Cal/OSHA |
| 10 | **Return to Work Criteria –**  **Added:**  – Statement regarding when employees who have had a close contact may return to work.   * Statement of conditions for return during critical staffing |  |
| 10 | **Continued Return to Work Criteria –**  **Added:**   * Last bullet of the section: “or exclude” to isolate and quarantine * Last bullet of the section: “shall be in accordance with the return to work period listed in the return to work criteria in this program.” | **Continued Return to Work Criteria –**  **Deleted:**   * Last bullet of the section: “~~or~~” from between isolate and quarantine * Last bullet of the section: “~~will be 10 days from the time the order to isolate was effective, or 10 days from the time the order to quarantine was effective.~~ |
| Appendix D | **Page two of the form –**  **Added:**   * “A Close Contact with a [COVID-19] case | **Page two of the form –**  **Deleted:**   * the word “~~exposure~~” in reference to Close Contact |
| Appendix G | **Definitions –**  **Added:**   * Close Contact * Exposed Group * Fully Vaccinated * Outdoor Mega Event * Respirator * Worksite | **Definitions –**  **Deleted:**   * COVID-19 Exposure * Exposed Workplace |
| Appendix G | **Definitions – Amended:**   * COVID-19 Case * COVID-19 Hazard * Face Covering * High-Risk Exposure Period | **Definitions –**  **Deleted:**   * Statement of when a person is no longer a COVID case * From COVID-19 Hazard, “~~, among other things~~” * From Face Covering: “~~A tightly woven fabric or non-woven material with no visible holes or openings, which covers the nose and mouth.~~” |
| Additional Consideration #1 – COVID-19 Outbreak | **Amended**   * The term “Workplace” changed to “Work Group” * COVID-19 testing requirements – first bullet:   + Changes to which employees must be tested and when. * COVID-19 testing requirements second bullet:   + Amended the frequency and when of testing   + Added to second sub bullet in regard to COVID-19 testing:     - “in the exposed group who remain at the workplace”     - “pursuant to more protective stringent state or local health department mandates or guidance.”   + Added bullet regarding separation of employees during an outbreak   + Notification of right to request a respirator for voluntary use   + Evaluation of worksite   In **COVID-19 investigation, review and hazard correction**, added language regarding ventilation. | **Deleted**   * The word “Workplace” * In COVID-19 Testing, first bullet, deleted:   + “~~provide~~”   + “~~in our exposed workplace~~” * In COVID-19 Testing, second bullet, deleted:   + First sub bullet: “~~will be immediately tested and then tested~~”   + Second sub bullet:     - Several deletions to prior testing requirements   + In COVID-19 Testing, third bullet, deleted in its entirety.   + Deleted **Exclusion of COVID-19 cases** in its entirety.   + Deleted **Investigation of workplace COVID-19 illness** in its entirety. * Deleted **Notifications of the local health department** in its entirety. |
| Additional Consideration #2 – Major COVID-19 Outbreak | **Amended**   * The opening statement to added:   + “employee” to define COVID-19 cases to be counted   + “fewer than three” in reference to COVID-19 count * The term “Workplace” changed to “Work Group” * COVID-19 testing requirements | **Deleted**   * In the opening statement, deleted   + **“**~~no new~~”   + “~~our workplace~~” |
| Additional Consideration #2 – Major COVID-19 Outbreak | * **COVID-19 testing requirements** –   + Added: language that testing will be provided regardless of vaccination status * Added at the end:   + Language regarding the provision of respirators for voluntary use   + Language regarding when separation of employees is necessary   + Language regarding when cleanable solid partitions will be provided.   + Language of whether to halt some operations.   . | **Deleted**   * In COVID-19 Testing, opening statement, deleted:   + “~~We will provide twice a week~~”   + “~~COVID-19 testing will be made available~~”   + “~~to all employees present at our exposed workplace during the relevant 30-day period(s) and who remain at the~~   + Deleted **Exclusion of COVID-19 cases** in its entirety.   + Deleted **Investigation of workplace COVID-19 illness** in its entirety.   + Deleted **Notifications of the local health department** in its entirety.   + Deleted **COVID-19 hazard correction** in its entirety.   + Deleted **Notification to the local health department** in its entirety. |
| Additional Consideration #3 – COVID-19 Prevention in Employer Provided Housing | **Added:**   * Language of when this section is not applicable. * Defined a section as “**Ventilation**” and modified original ventilation language. * In **Cleaning and disinfection**:   + In second bullet, added: “Residents will be instructed not to share” * Added language regarding what areas have to be cleaned and disinfected and when they have to be disinfected. * In **COVID-19 testing**: * Added “residents” * Added “close contact or” * Added “These policies will be communicated to the residents.” * Amended **Isolation of COVID-19 cases** heading to add “**close contacts**”   + Added to first sub bullet modified:     - “residents” (in place of occupants)     - “quarantine (in place of isolation) * Added language regarding exemptions from isolation | **Deleted:**   * **Physical distancing and controls** in its entirety * In **Cleaning and disinfection:**   + From first bullet, deleted: “~~and disinfected~~”   + From second bullet, deleted: “~~are not shared~~” * In **COVID-19 testing**:   + Deleted “~~occupants~~”   + Deleted “~~COVID-19 exposure, who have~~”   + Deleted “~~, or as recommended by the local health department~~” * Amended **Isolation of COVID-19 cases** heading to delete “**~~persons with COVID-19 exposure~~**”   + From first sub bullet, deleted references:     - “~~isolate~~”     - “~~COVID-19 exposed~~”     - “~~occupants~~”     - “~~, and cooking and eating facility”~~   + Deleted second bullet in its entirety |
| Additional Consideration #4 – COVID-19 Prevention in Employer Provided Transportation to and from work | **Added**   * Opening Statement, added: “including transportation to and from different workplaces, jobsites, delivery sites, buildings, stores, facilities, and agricultural fields,” * In “This section does not apply:” Added:   + In the first bullet, added “, or if the driver is alone in the vehicle.” * Added language regarding when this section does not apply * Added to opening paragraph **Assignment of transportation**   + “To the extent feasible, we will reduce exposure to COVID-19 hazards by assigning employees sharing vehicles to distinct groups and ensuring that each group remains separate from other such groups during transportation, during work activities, and in employer-provided housing.”     - In second bullet: “workplace” in place of “worksite”     - In third bullet: “feasible” in place of “possible” * In the **Face coverings** – added “**and respirators**”   + In the first bullet, added: “of subsection 3205 (c)(6) if applicable”   + Added language regarding unvaccinated employees   + Added regarding provision of respirators for voluntary use. * In **Cleaning and disinfecting**, added   + Added language regarding when and what has to be cleaned and disinfected. * In **Ventilation**   + Added language regarding excessive heat and cold conditions. | **Deleted:**   * From title “**~~to and from Work~~”** * From the opening statement, deleted:   + “~~to and from work~~”   + “~~employer including ride-share vans or shuttle vehicles, car-pools, and private charter buses~~” * From **Assignment of transportation**   + Deleted references to:     - ~~worksite~~     - ~~possible~~ * From Physical distancing and Face coverings   + Deleted references to “**:**     - “~~Physical distancing and~~”     - “~~of our CPP~~ *~~Physical Distancing~~*~~and~~ *~~Face Coverings~~*” * From the **Cleaning and disinfecting**:   + From the first bullet, deleted: “~~(door handles, seatbelt buckles, armrests, etc.) used by passengers are cleaned and disinfected before each trip.~~” * From **Ventilation**   + Deleted language that specified specific temperatures |