**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.

| **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
 |