



Cal/OSHA COVID-19 Regulations

History

Cal/OSHA's COVID-19 Non-Emergency Temporary Standard (ETS) took effect on February, 3, 2023. Those regulations apply to California employers who are not subject to the Aerosol Transmissible Disease Standard, and include requirements such as maintaining COVID-19 Prevention Plans, excluding COVID-19 cases from the workplace during the "infectious periods," providing notices and COVID-19 testing to "close contacts" of COVID-19 cases, masking requirements and, of course, recordkeeping obligations.

Beginning February 3, 2025, only the recordkeeping obligations remain. The rest of the requirements are now expired.

Current Recordkeeping Requirements

Until February 3, 2026, employers must record all COVID-19 case information, including :

- Employee's name, contact information, and occupation
- Location where the employee worked
- Date of the last day at the workplace, and
- Date of the positive COVID-19 test and/or COVID-19 diagnosis

Personal identifying information of COVID-19 cases or persons with COVID-19 symptoms, and any employee medical records must be kept confidential unless disclosure is required or permitted by law.

Employers must maintain these records for two years and provide information on COVID-19 cases to the local health department with jurisdiction over the workplace, CDPH, Cal/OSHA, and NIOSH immediately upon request, and when required by law.

Continuing Duty To Provide A Safe Workplace

Even though employers are no longer required to maintain a COVID-19 Prevention Plan, employers continue to have a duty to provide a safe workplace and maintain Illness and Injury Prevention Plans. COVID-19 can still be a workplace hazard, in which case the employer has a duty to identify, evaluate, and correct any unsafe or unhealthy conditions, work practices, or work procedures associated with COVID-19. Employers are encouraged to continue to monitor [Cal/OSHA's website](#) for guidance and developments on COVID-19 and other workplace safety-related requirements.