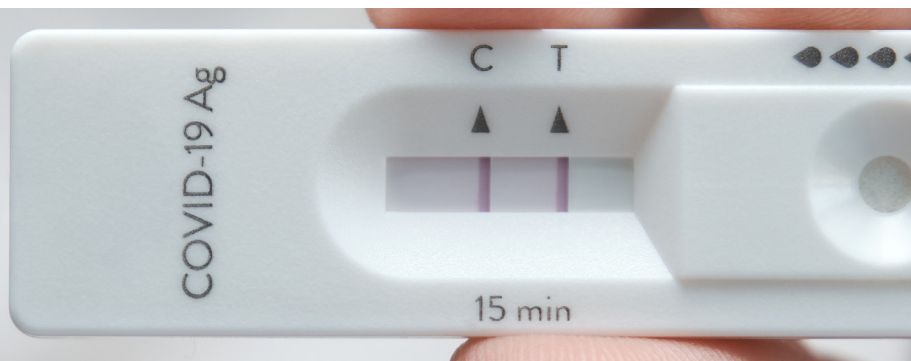


# COVID Screening Requirements for Employers



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**T**he Department of Industrial Relations Division of Occupational Safety and Health (Cal/OSHA) sets and enforces regulations pertaining to COVID-19 safety in the workplace. Among the extensive workplace safety provisions set forth in the law is the requirement for employers to provide free COVID testing for employees under the circumstances specified below.

### Testing in Lieu of Face Covering

In the event that a face covering order is enacted by the California Department of Public Health (CDPH), employees must wear face coverings with few exceptions. Exceptions include employees working alone, employees eating or drinking while maintaining distances of at least six feet apart, employees with a medical condition that prevents them from wearing a face covering, or employees wearing a respirator. Employees who do not wear face coverings during an official order due to one or more of these exceptions must undergo routine COVID testing. California Code of Regulations, Title 8 (CCR8) section 3205(c)(6)(E) states that any employee not wearing a face covering must be COVID tested at least twice weekly during paid time at no cost to the employee.

### Testing Provided for Employees with Symptoms

CCR8 section 3205(c)(7)(D) states that if an employee exhibits COVID-like symptoms, employers shall make testing available during paid work time at no cost to the employee. CCR8 section 3205(b)(5) defines symptoms as “fever of 100.4 degrees Fahrenheit or higher, chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, or diarrhea, unless a licensed health care professional determines the person’s symptoms were caused by a known condition other than COVID-19.”

### Testing for Employees Exposed in Workplace ‘Outbreak’

CCR8 section 3205.1 defines an outbreak as three or more employee COVID cases in an exposed group within a 14-day period. In cases of a workplace outbreak, CCR8 section 3205.1(b)(1) states that “the employer shall make COVID-19 testing available at no cost to its employees within the exposed group, during employees’ paid time.” (Exceptions to this directive apply to employees who were not present at the workplace during the 14-day period and employees who have already completed an exclusion from work period and have not exhibited COVID-19 symptoms since returning to work.) The law requires employers to make testing available to employees in the exposed group immediately upon learning of the outbreak, and then again one week later. Following the initial two tests, employers shall make COVID-19 testing available once a week at no cost, during paid time, to all employees in the exposed group who remain at the workplace, or more frequently if recommended by the local health department, until no new cases are experienced by the exposed group within a 14-day period.

The CVMA is proud to announce a new member benefit! Through LetsGetChecked, CVMA members can access quick and reliable COVID-19 testing and a wide variety of other self-screening health tests. To learn more about this new benefit, please see the next page or visit [cvma.net](http://cvma.net) and go to the Membership section. ■

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