

We want to share an important update regarding recent changes to COVID-19 regulations. As of February 3, 2025, most of California’s COVID-19 non-emergency regulations have expired, allowing for greater flexibility in how we manage COVID-19 in the workplace. However, a few key requirements remain in place:

Ongoing Requirements:

- 1. Reporting and Recordkeeping – Employers must continue tracking and reporting COVID-19 cases in the workplace until February 3, 2026. This includes maintaining records of:**
 - **Employee names**
 - **Contact information**
 - **Workplace locations**
 - **Dates: last workday and positive diagnosis or test**

Employees are encouraged to approach COVID-19 with the same precautions as any other contagious illness, such as a cold or fever, while being mindful of the well-being of others. Those who choose to report a COVID-19 case may submit the COVID Questionnaire for documentation purposes.

- 2. Injury and Illness Prevention Program (IIPP) – While the emergency standards have expired, COVID-19 must still be evaluated as a potential workplace hazard under our IIPP.**
- 3. Exposure Notice Records – Employers must continue maintaining and providing exposure notice records when required by law or local health departments.**

Please ensure your teams are informed of these changes. If you have any questions or need assistance with implementing these adjustments, don’t hesitate to reach out.

Thank you for your attention to these ongoing requirements. As always, feel free to contact HR Benefits with any concerns or for further clarification.