

# MCAC NEWS BRIEF

A Snapshot of MCAC Headlines

6.10.2020 Issue 7



## Top Stories In This Briefing



**MCAC Fall 2020  
Conference Cancelled**  
Plans Underway for 2021



**Cal/OSHA Approves New  
Employee IIPP Access**  
Employers Must Provide  
IIPP Upon Request



**OSHA Updates COVID-19  
Recordkeeping  
Requirements**  
Mandate Says COVID is a  
Recordable Illness

### MCAC Will Not Hold a Fall 2020 Conference

On its May 28 conference call, the MCAC Board of Directors voted to refrain from holding in-person events until 2021. Due to health and safety concerns related to COVID-19 and so much uncertainty surrounding its impact on hotels, air travel, and all aspects of tourism we believe it is prudent to look ahead to 2021 for our next MCAC gathering.



### Arizona in 2021

Currently Arizona is being considered as the host location of the MCAC 166th State Meeting. Early February or early April are being explored. We will bring you details as they develop.

In the meantime, we are working to bring online learning direct to you.

Join our FREE "[What Now: COVID-19 Framework to Recovery](#)" webinar

June 17 @ 10-10:30am.

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Webinar Topic: We have a whole new set of responsibilities to continue operating in the aftermath of the COVID pandemic. Businesses face the challenge of safely reintegrating their workforce. Hear some best practices for implementing a return-to-work program, restructuring existing operations, and managing suspected/confirmed/close-contact cases of COVID-19 so employees can work safely.

Be well all!

**California Employers Must Provide IIPP to Employees**



## Upon Request Effective July 1, 2020

Effective July 1, 2020, California employers will need to provide access to their Injury and Illness Prevention Programs (IIPPs) upon request of an employee, the employee's authorized representative (e.g. an attorney), or the employee's union representative. Previously there was no requirement under Cal/OSHA to provide access to IIPPs.

- Employers must also notify all employees of their right to the IIPP and the procedure to access it.
- Employers need not include any of the records of the steps taken to implement and maintain the written IIPP (copies of investigations, accidents, training, etc.).
- Access must be provided within 5 days of receipt of a request from the employee or designated representative.

Methods to comply:

1. Provide a printed copy of the IIPP *unless* the requester agrees to an electronic copy.  
OR
2. Provide unobstructed access through a company server or website.

<https://www.dir.ca.gov/OSHSB/Employee-Access-to-Injury-and-Illness-Prevention-Program.html>

[Regulation Language](#)

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### OSHA Updates COVID-19 Recordkeeping Requirements

According to a May 19 updated enforcement memo, OSHA recordkeeping requirements now mandate that COVID-19 is a recordable illness, and all employers should record cases in their OSHA 300 log like any other occupational illness.



Previously, OSHA offered some relief and limited COVID-19 reporting to frontline industries (healthcare, emergency response, correctional institutions, etc.) citing the difficulties other employers could have in determining the 'work-relatedness' of the illness. That relief is now rescinded.

Effective May 26, 2020, this \*updated guidance supersedes the [April 10, 2020 guidance](#) and supplements OSHA's [March COVID-19 guidance](#).

**[\\*OSHA Revised Enforcement Guidance Memo Effective May 26, 2020](#)**

See this June 3 National Law Review article for additional information.

<https://www.natlawreview.com/article/osha-updates-covid-19-recordkeeping-guidance>

### What Does This Mean for California in Consideration of Governor Newsom's Executive Order Presuming All COVID Cases Are Work-Related?

Governor Newsom's [Executive Order N-62-20](#) addresses eligibility for *workers compensation* benefits. The Order does not alter employers' reporting and recording obligations under Cal/OSHA regulations.

[FAQs for Recording and Reporting COVID-19 Cases on the DIR website](#)

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Sincerely,

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