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| HUMAN RESOURCES MEMORANDUM 26-010 | | DATE ISSUED: 3/17/26 |
| SUBJECT: Updated Guidance for State Employees on Coronavirus (Covid-19) | | REFERENCE: CDPH, CDC Cal/OSHA |
| TO: All Department of General Services Employees | | SUPERCEDES: HR Memo 25-002 |

PLEASE ENSURE THAT THIS INFORMATION IS SHARED WITH YOUR EMPLOYEES

Purpose

The purpose of this memorandum is to provide employees with updated direction regarding the coronavirus (COVID-19) from the [California Department of Public Health \(CDPH\)](#), [U.S. Centers for Disease Control and Prevention \(CDC\)](#), and [California Department of Industrial Relations \(DIR\)](#).

Background

COVID-19 prevention regulations (Title 8, California Code of Regulations [CCR], Sections [3205](#), [3205.1](#), [3205.2](#) and [3205.3](#)) Subsection 3205(j), which deals with reposting and recordkeeping, expired February 3, 2026. These prevention regulations are no longer in effect, removing the requirement to report a positive COVID-19 case.

This change removed prior COVID-19 requirements including:

- The COVID-19 Positive Submittal form, which has now been disabled and no longer accepts new submissions.

Responsibilities

All other respiratory illness requirements from the U.S. Centers for Disease Control and Prevention, California Division of Occupational Safety and Health (Cal/OSHA), CDPH and local county public health departments remain in effect.

Employers will still be required to maintain a safe and healthful place of employment as required by [Labor Code Section 6400](#), and must establish, implement, and maintain an effective Injury and Illness Prevention Program (IIPP) as required by [Title 8, CCR, Section 3203](#).

If an employer determines COVID-19 to be a workplace hazard at their place of employment, then the employer must identify, evaluate and correct any unsafe or

unhealthy conditions, work practices, or work procedures that are associated with COVID-19.

To reduce the risk of becoming infected and potentially spreading a virus at work, DGS recommends employees take the following precautions:

- If experiencing [COVID-19 symptoms](#), employees should stay home and follow DGS sick leave protocols.
- Wash hands often with soap and water for at least 20 seconds, especially after blowing nose, coughing, sneezing, or having been in a public place.
- Avoid touching eyes, nose or mouth with unwashed hands.

Office of Human Resources

The Office of Human Resources (OHR) Return to Work (RTW) records must be retained until February 3, 2028, to meet the requirements of this section. It also requires that information on COVID-19 cases be provided to the local health department with jurisdiction over the workplace, CDPH, and National Institute for Occupational Safety and Health immediately upon request, and when required by law.

Questions

If employees have questions regarding the guidance and information in this memorandum, they are encouraged to contact their manager/supervisor as appropriate.

Managers/supervisors are encouraged to contact OHR RTW at OHRReturnToWork@dgs.ca.gov.

Rachel L. Grant Kiley, Acting Deputy Director
Administration Division