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**Sent:** Thursday, January 20, 2022 11:00 AM  
**To:** Leticia De Lara <ldelara@rapfoundation.org>  
**Cc:** greeargroup@gmail.com <greeargroup@gmail.com>  
**Subject:** RAP Handbook changes

Hello Lety,

I have always told you it is your business and your decisions what you do, my job is to present good, better best scenarios so you take educated risks with a full understanding of potential liability.

CAL OSHA established the Emergency Transmission Standard in November of 2020, while the ETS has been revised it remains in effect.

Employers in California are required to establish and implement an effective written COVID-19 Prevention Program (CPP) pursuant to the Emergency Temporary Standards in place for COVID-19 (California Code of Regulations (CCR), Title 8, section [3205\(c\)](#)). Cal/OSHA publishes this model program to assist employers with creating their own unique CPP tailored to their workplace.

In addition it is a best practice to notify employees of the CPP and other information related to COVID, this is normally done in the handbook. The policy I put in your handbook was a generic best practice policy.

Your company is not currently in compliance with the CPP, GCG uses the template above to generate the program and with the bare minimum in the writing, it is over 30 pages long. So the policy I put in your handbook was meant to help you bridge this significant gap.

If an alphabet agency shows up at your door you have 24 hours to produce your CPP and your records of vaccination.

Again I will do whatever you want just please make sure your risk is worth the reward.

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