

# Summary of Reporting Work-Related COVID-19 Illnesses for OSHA

Employers with more than 10 employees are required to report work-related [COVID-19 illnesses](#). Recording a COVID-19 illness does not, of itself, mean that the employer has violated any OSHA standard.

Employers with 10 or fewer employees have no recording obligations; but they do need to report work-related COVID-19 illnesses that result in a fatality or an employee's in-patient hospitalization, amputation, or loss of an eye.

Reasonable determinations of work-relatedness should be based on these factors:

- *The employer's investigation into work-relatedness.*
  - Ask the employee:
    - how the employee believes the COVID-19 illness was contracted;
    - while respecting employee privacy, discuss with the employee any work and out-of-work activities that may have led to the COVID-19 illness; and
    - review the employee's work environment for potential SARS-CoV-2 exposure.
- *The evidence available to the employer.*
  - The evidence reasonably available to the employer at the time it made its work-relatedness determination.
  - If the employer later learns more information related to an employee's COVID-19 illness, then that information should be taken into account as well in determining whether there is a reasonable work-relatedness determination.
- *The evidence that a COVID-19 illness was contracted at work.*
  - COVID-19 illnesses are likely work-related when:
    - Several cases develop among staff who work closely together and there is no alternative explanation.
    - It is contracted shortly after lengthy, close exposure to a particular patient or coworker who has a confirmed case of COVID-19 and there is no alternative explanation.
    - If an employee's job duties include having frequent, close exposure to the public with ongoing local community transmission and there is no alternative explanation.
  - COVID-19 illnesses are likely not work-related if:
    - *A single employee contracts COVID-19 and the job duties do not include having frequent contact with patients, regardless of the rate of community spread.*
    - *An employee, outside the workplace, closely and frequently associates with someone (e.g., a family member, significant other, or close friend) who has COVID-19 and is not a coworker, and exposes the employee during the period in which the individual is likely infectious.*

If the employer cannot determine whether it is more likely than not that exposure in the workplace played a causal role with respect to a particular case of COVID-19, the employer does not need to record that COVID-19 illness.

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