

When is COVID-19 Recordable?

An employer with knowledge of an employee being positive for COVID-19 will record that on the OSHA 300 logs as a “respiratory illness” when:

- There is a positive COVID-19 case;
- It is work related; and
- It resulted in any of the following:
 - Death
 - Days away from work
 - Restricted work or the transfer to another job
 - Medical treatment beyond first aid
 - Loss of consciousness

When is COVID-19 Reportable?

An employer with knowledge of an employee with a work-related COVID-19 case must report it to SC OSHA when:

- A hospitalization occurs within 24 hours of a work-related exposure and/or
- Death occurs within 30 days of a work-related exposure.

When is COVID-19 Work Related?

When an employer has knowledge of an employee testing positive for COVID-19, an employer must determine whether it is work related. To make that determination, an employer must:

- Talk to the employee about how he or she believes COVID-19 was contracted;
- Talk to the employee about his or her work and out-of-work activities that may have led to contracting COVID-19; and
- Evaluate the employee’s work environment for potential COVID-19 exposure. Consider other instances of workers in that environment contracting COVID-19.

Evidence That a COVID-19 Is Likely Work Related?

- Several cases have developed among employees who work closely together **and** there is no other alternative explanation.
- An employee contracts COVID-19 shortly after being in lengthy close contact with a customer or coworker who is a confirmed COVID-19 case, **and** there is no other alternative explanation.
- An employee's job duties include having frequent close contact and/or exposure to the general public in an area with ongoing community transmission, **and** there is no other alternative explanation.

Evidence That a COVID-19 Is NOT Likely Work Related?

- An employee is the only employee to contract COVID-19 in his or her work area and his or her job duties do not include having frequent contact with the general public, regardless of the rate of community spread.
- An employee, aside from workplace interactions, closely and frequently associates with someone who 1) has COVID-19, 2) is not a coworker, and 3) exposes the employee while likely infectious.

