Reporting Employee COVID-19 Hospitalizations and Deaths to OSHA

COVID-19 cases that are determined to be work-related and result in hospitalization or death are reportable to OSHA, if the hospitalization or death occurs within a specified timeframe.

OSHA describes these reporting requirements in a Frequently-Asked-Questions format:

**An employee has been hospitalized with a work-related, confirmed case of COVID-19. Do I need to report this in-patient hospitalization to OSHA?**

*Under 29 CFR 1904.39(b)(6), employers are only required to report in-patient hospitalizations to OSHA if the hospitalization "occurs within twenty-four (24) hours of the work-related incident." For cases of COVID-19, the term "incident" means an exposure to SARS-CoV-2 in the workplace. Therefore, in order to be reportable, an in-patient hospitalization due to COVID-19 must occur within 24 hours of an exposure to SARS-CoV-2 at work. The employer must report such hospitalization within 24 hours of knowing both that the employee has been in-patient hospitalized and that the reason for the hospitalization was a work-related case of COVID-19. Thus, if an employer learns that an employee was in-patient hospitalized within 24 hours of a work-related incident, and determines afterward that the cause of the in-patient hospitalization was a work-related case of COVID-19, the case must be reported within 24 hours of that determination. See 29 CFR 1904.39(a)(2), (b)(7)-(b)(8).*


**An employee has died of a work-related, confirmed case of COVID-19. Do I need to report this fatality to OSHA?**

*Under 29 CFR 1904.39(b)(6), an employer must "report a fatality to OSHA if the fatality occurs within thirty (30) days of the work-related incident." For cases of COVID-19, the term "incident" means an exposure to SARS-CoV-2 in the workplace. Therefore, in order to be reportable, a fatality due to COVID-19 must occur within 30 days of an exposure to SARS-CoV-2 at work. The employer must*
report the fatality within eight hours of knowing both that the employee has
died, and that the cause of death was a work-related case of COVID-19. Thus, if
an employer learns that an employee died within 30 days of a work-related
incident, and determines afterward that the cause of the death was a work-
related case of COVID-19, the case must be reported within eight hours of that
determination.

Employers should note that 29 CFR 1904.39(b)(6)’s limitation only applies
to reporting; employers who are required to keep OSHA injury and illness records
must still record work-related fatalities, as required by 29 CFR 1904.4(a). For

How do I report the fatality or in-patient hospitalization of an employee with a
confirmed, work-related case of COVID-19?

You may report a fatality or in-patient hospitalization using any one of the
following:

- Call the nearest OSHA office;
- Call the OSHA 24-hour hotline at 1-800-321-6742 (OSHA); or
- By electronic submission, report online.

Be prepared to supply: Business name; name(s) of employee(s) affected; location
and time of the incident; brief description of the incident; and contact person and
phone number so that OSHA may follow-up with you (unless you wish to make
the report anonymously).

Employers will note that these reporting requirements are for “work-related” cases of COVID-
19. For guidance on determining whether a COVID19 case is work-related, see OSHA’s Revised

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