

## **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\)\(8\)](#)).*

*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 confirmed cases of COVID-19, as required by [29 CFR 1904.4\(a\)](#). For more information on recording cases of COVID-19, see <https://www.osha.gov/memos/2020-05-19/revised-enforcement-guidance-recording-cases-coronavirus-disease-2019-covid-19>.*

### ***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 more information on recording cases of COVID-19, see <https://www.osha.gov/memos/2020-05-19/revised-enforcement-guidance-recording-cases-coronavirus-disease-2019-covid-19>.*

***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 Enforcement Guidance for Recording Cases of Coronavirus Disease 2019 \(May 19, 2020\)](#).

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