

COVID-19 and OSHA Recordkeeping

Are Illnesses to Our Employees OSHA Recordable?

The Occupational Safety and Health Administration (OSHA) [released guidance](#) to help organizations determine when to record COVID-19 cases to their employees on the OSHA Form 300.

OSHA states COVID-19 can be a recordable illness if a worker is infected as a result of performing their work-related duties. Two examples could include a nurse caring for a COVID-19 patient or a grocery store clerk or cashier exposed to and contracting COVID-19 due to required contact with the public. Before you add a case to your OSHA Form 300, make sure it meets the following three OSHA criteria:



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1. The case is confirmed as COVID-19 via testing (see [CDC information](#) on persons under investigation and presumptive positive and laboratory-confirmed cases of COVID-19);
2. The case involves one or more of the general recording criteria set forth in [29 CFR 1904.7](#) (e.g. medical treatment beyond first-aid, days away from work); and
3. The case is work-related, as defined by [29 CFR 1904.5](#).

Determining whether a case is work-related may prove difficult in occupations where employees are not directly exposed to known or suspected COVID-19 persons.

Visit OSHA's [Injury and Illness Recordkeeping and Reporting Requirements page](#) for more information.

For additional information on the SMCX's services, please visit the SMCX-hosted website at: <https://www.smscx.org/>.