

COVID-19 / Frequently Asked Questions

Non-ETS Frequently Asked Questions

Given the evolving nature of the pandemic, OSHA is in the process of reviewing and updating this document. These materials may no longer represent current OSHA recommendations and guidance. For the most up-to-date information, consult **Protecting Workers Guidance**.

OSHA will be updating these FAQs to reflect the requirements of OSHA's COVID-19 Emergency Temporary Standard (ETS) for Healthcare (29 CFR 1910.502). In the interim, employers with work settings covered by the ETS should consult the text of the rule and the FAQs on the ETS for information about the OSHA requirements applicable to those settings.

This page includes frequently asked questions (FAQs) and answers related to the coronavirus disease 2019 (COVID-19) pandemic. In States with OSHA-approved State Plans, additional guidance, provisions, or requirements may apply. Check here for a list of current State Plans and a link to their website for any additional information: <https://www.osha.gov/stateplans>

Questions are grouped by topic, and cover:

- General Information
- Cleaning and Disinfection
- Cloth Face Coverings
- Construction
- Employer Requirements
- Liability Waivers
- Posting the OSHA 300A or Equivalent Form
- Respirators and Particle Size
- Reporting
- Restrooms and Handwashing Facilities
- Retaliation
- Return to Work
- Testing for COVID-19
- Training
- Vaccine Related
- Worker Protection Concerns

General Information

What are best practices that all employers should consider taking to protect workers regardless of vaccination status?

Where can workers find general information about protecting themselves at work during the

COVID-19 pandemic?

Where can employers find general information about, and requirements for, protecting workers during the COVID-19 pandemic?

What precautions should employers in non-healthcare workplaces take to protect workers from COVID-19?

Cleaning and Disinfection

How should I clean and disinfect my workplace?

Is OSHA providing any guidance for companies performing remediation and clean-up efforts in high-risk situations?

Cloth Face Coverings

What are the key differences between cloth face coverings, surgical masks, and respirators?

Are employers required to provide cloth face coverings to workers?

Should workers wear a cloth face covering while at work, in accordance with the Centers for Disease Control and Prevention recommendation for all people to do so when in public?

If workers wear cloth face coverings, do employers still need to ensure social distancing measures in the workplace?

If I wear a reusable cloth face covering, how should I keep it clean?

Are surgical masks or cloth face coverings acceptable respiratory protection in the construction industry, when respirators would be needed but are not available because of the COVID-19 pandemic?

Does wearing a medical/surgical mask or cloth face covering cause unsafe oxygen levels or harmful carbon dioxide levels to the wearer?

Since the CDC has determined that some cloth face coverings may both serve as source control and provide some personal protection to the wearer, will OSHA consider them to be personal protective equipment under 29 CFR 1910.132?

Construction

Has OSHA changed its respiratory protection requirements for the construction industry?

Employer Requirements

Which OSHA standards apply to employer protection of workers during the COVID-19 pandemic?

What should an employer do to assess the risk of employees being exposed to SARS-CoV-2, the virus that causes COVID-19, in the workplace?

Has OSHA waived any requirements of its standards in response to the COVID-19 pandemic?

In light of some professional organizations' recommendations to suspend certain types of testing required under OSHA standards, what should employers do to remain in compliance?

Liability Waivers

My employer is requiring me to sign a liability waiver upon returning to work. Does this prevent me from filing a complaint about safety, health, or retaliation?

Posting the OSHA 300A or Equivalent Form

What are the requirements for posting the *OSHA 300-A Summary of Work-related Injuries and Illnesses*?

Respirators and Particle Size

Will an N95 respirator protect the wearer from the virus that causes COVID-19?

Reporting

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

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?

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

Restrooms and Handwashing Facilities

Does OSHA require employers to make restrooms and handwashing facilities available to workers?

I work as a delivery driver. Many shippers/receivers have changed their policies regarding driver access to their facilities during the COVID-19 pandemic and have forbidden use of their restrooms. Is there an OSHA requirement that shippers/receivers provide restrooms for truck drivers?

Retaliation

What can I do if my employer fires me or takes other action against me for raising workplace safety and health concerns related to COVID-19?

Return to Work

When can employees who have had COVID-19, or may have had COVID-19, return to work?

Testing for COVID-19

Where can I learn more about COVID-19 testing?

What should employers do when an employee tests positive for COVID-19?

Is an employer required to notify other employees if a worker gets COVID-19 or tests positive COVID-19?

Where can I learn more about what information employers can collect from workers about COVID-19?

Training

What COVID-19 training resources are available for employers?

What topics should employers cover in COVID-19 training for workers?

Can OSHA 10- or 30-hour trainers conduct virtual trainings (e.g., via web conference software)?

Vaccine Related

Are adverse reactions to the COVID-19 vaccine recordable on the OSHA recordkeeping log?

DOL and OSHA, as well as other federal agencies, are working diligently to encourage COVID-19 vaccinations. OSHA does not wish to have any appearance of discouraging workers from receiving COVID-19 vaccination, and also does not wish to disincentivize employers' vaccination efforts. As a result, OSHA will not enforce 29 CFR 1904's recording requirements to require any employers to record worker side effects from COVID-19 vaccination through May 2022. We will reevaluate the agency's position at that time to determine the best course of action moving forward.

Worker Protection Concerns

What can I do if I believe my employer is not protecting me from exposure to SARS-CoV-2, the virus that causes COVID-19, on the job?

Can my employer force me to work if I have concerns about COVID-19, including a coworker having tested positive, personal medical concerns, or a high-risk family member living at my home?

Can I file an OSHA complaint?

My workplace is running out of hand soap, wipes, and other sanitation products for workers. What can I do to stay safe?

My workplace does not typically use disinfectants to clean and disinfect our workplace but has implemented those practices in the wake of COVID-19. Are there any rules or guidance about using these types of chemicals (other than following the instructions on the product's label)?

This guidance may not be applicable in State Plans. <https://www.osha.gov/stateplans>. This guidance is not a standard or regulation, and it creates no new legal obligations. It contains recommendations as well as descriptions of mandatory safety and health standards. The recommendations are advisory in nature, informational in content, and are intended to assist employers in providing a safe and healthful workplace. The Occupational Safety and Health Act requires employers to comply with safety and health standards and

regulations promulgated by OSHA or by a state with an OSHA-approved state plan. In addition, the Act's General Duty Clause, Section 5(a)(1), requires employers to provide their employees with a workplace free from recognized hazards likely to cause death or serious physical harm.

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[A - Z Index](#)

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