

Is COVID-19 Work Related? Good Question!

Case-by-Case Evaluation

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Unfortunately, because the coronavirus is so widespread, determining whether an employee's illness is work-related can be difficult and should be evaluated on a case-by-case basis.

This helpful infographic will get you started.*

When an employee reports they have COVID-19, employers are faced with the difficult task of determining whether the employee's illness is work-related.



5 steps employers should take when an employee reports a positive COVID-19 diagnosis:

1. Ask how the employee believes they were exposed to the coronavirus.
2. Ask employees about their work-related activities.
3. Ask employees about their out-of-work activities, while being sure to respect their privacy.
4. Conduct a review of the employee's work environment to identify potential COVID-19 exposure.
5. Review whether the employee's co-workers have reported a COVID-19 diagnosis or symptoms.

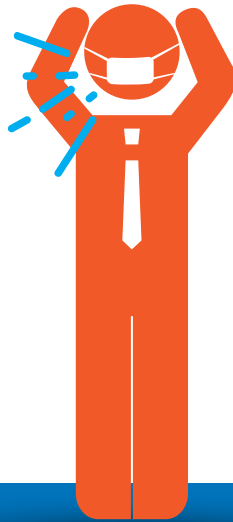
The COVID-19 case may NOT be work related if:

After conducting a review, employers will hopefully have enough information to determine whether a COVID-19 case is work-related. Employers should consider that certain situations, including the following, make it more likely for a COVID-19 case to be work-related:

1. The employee is frequently and regularly exposed to the public.
2. There are other employees who have tested positive for COVID-19.
3. The employee works closely or has regular contact with someone who has tested positive for COVID-19.

*Keep In Mind:

Employers should consult legal counsel when evaluating whether an employee's COVID-19 case is work-related to ensure compliance with all applicable federal, state and local laws.



For more information regarding HR policies during the COVID-19 crisis, or other HR needs, contact MyHRConcierge at 1-855-538-6947 x.108 or email ccooley@myhrconcierge.com.

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