ETS Guidance for Employees – Notification to Employer and Paid\(^1\) Medical Removal for COVID-19

This flow chart explains when you need to notify your employer about COVID-19-related issues, when your employer must notify you about COVID-19 exposures in the workplace, and when your employer must remove you from the workplace.\(^2\)

**Scenario 1: You are COVID-19 Positive**
You tested positive for COVID-19 or were diagnosed with COVID-19 by a licensed healthcare provider.

Notify your employer immediately.

Your employer must remove you from the workplace until you meet return to work criteria.

**Option 1**
Keep you removed until you meet return to work criteria.

**Option 2**
Keep you removed and provide a COVID-19 test at no cost to you.

**Positive Test**
Return to work immediately.

**Negative Test**
You must stay removed until you meet return to work criteria.

**If You Refuse Test**
You must stay removed until you meet return to work criteria. Your employer does not have to provide medical removal protection benefits (e.g., pay).

**Return to Work**
Your employer must decide when you can return to work based on:
- Guidance from a licensed healthcare provider
- CDC guidance on ending isolation.

**Examples of return to work criteria:**
- At least 10 days since symptoms first appeared
- At least 24 hours with no fever without fever-reducing medication
- Other symptoms of COVID-19 are improving (except for loss of taste or smell).

**If You Have COVID-19 but No Symptoms:**
- At least 10 days since a positive COVID-19 test

**If You Have Severe COVID-19 or an Immune Disease:**
- Follow guidance of a licensed healthcare provider

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\(^1\) OSHA is requiring medical removal protection benefits to be paid only by employers that have more than 10 employees.

\(^2\) Your employer may choose to remove or test you for other COVID-19-related reasons not required by the ETS (e.g., additional symptoms from the CDC list or exposure to someone who is COVID-19 positive outside the workplace).

\(^3\) Your employer is not required to notify you following exposure to a patient with confirmed COVID-19 if you work in a place where services are normally provided to suspected or confirmed COVID-19 patients (e.g., emergency rooms, urgent care facilities).