



## Requirements for Employers to Report Positive COVID-19 Cases

This chart covers laws, regulations, executive and health orders, and other government-issued guidance that requires employers to report employees' positive COVID-19 cases to state and local health departments and/or to other employees. This chart covers only generally applicable requirements and does not cover the heightened requirements applicable in limited number of industries such as healthcare, congregate living facilities, and child care. **This document covers requirements by states, larger cities, and counties that include one or more larger cities. Smaller jurisdictions may not universally be included.**

Jurisdiction and Authority	Requirement	Last Updated
Federal	The <a href="#">CDC encourages</a> employers to collaborate with state and local health departments to investigate workplace exposure to COVID-19.  <a href="#">OSHA regulations and enforcement guidance</a> provide that COVID-19 is considered a recordable illness under 29 C.F.R. § 1904.4(a). Employers are also required to report in-patient hospitalizations and fatalities attributable to work-related cases of COVID-19 under 29 C.F.R. § 1904.39(b)(6).	12/3/2020
Alabama	No requirement	12/3/2020
Alaska	No requirement	12/3/2020
<a href="#">Alaska: Anchorage</a>	All businesses must promptly communicate to (1) state and local health departments and (2) their employees if a known or probable COVID-19 exposure occurred in the workplace. Additional requirements apply to lodging businesses.  Businesses offering sit-down service to the public or in-person appointments or services lasting longer than 15 minutes must maintain visitor logs of legible contact information for all adult clients or customers.	12/3/2020
Arizona	No requirement	12/3/2020
<a href="#">Arizona: Maricopa County</a>	No requirement to notify health department. Employers are <u>recommended</u> to inform employees identified as close contacts of their possible exposure to COVID-19 in the workplace but maintain confidentiality of the infected employee as required by the Americans with Disabilities Act (ADA).	12/3/2020
Arkansas	No requirement	12/3/2020
California	<a href="#">Cal/OSHA Emergency Temporary Standard</a>	12/11/2020

In the event of a COVID-19 case at the place of employment, the employer must determine which workers may have been exposed and give notice of the potential COVID-19 exposure, within one business day, in a way that does not reveal any personal identifying information of the COVID-19 case, to (1) all employees who may have had COVID-19 exposure and their authorized representatives; and (2) independent contractors and other employers present at the workplace during the high-risk exposure period. Personal identifying information of COVID-19 cases or persons with COVID-19 symptoms and all related employee medical records shall be kept confidential.

The employer shall report information about COVID-19 cases at the workplace to the local health department whenever required by law, and shall provide any related information requested by the local health department. The employer shall report immediately to the Division of Industrial Relations any COVID-19-related serious illnesses or death of an employee occurring in a place of employment or in connection with any employment.  
Cal. Code Regs. tit. 8, § 3205.

In the event of multiple infections, the employer shall contact the local health department immediately but no longer than 48 hours after the employer knows, or with diligent inquiry would have known, of three or more COVID-19 cases for guidance on preventing the further spread of COVID-19 within the workplace. The employer shall provide to the local health department the total number of COVID-19 cases and for each COVID-19 case, the name, contact information, occupation, workplace location, business address, the hospitalization and/or fatality status, and NAICS code of the workplace of the COVID-19 case, and any other information requested by the local health department. The employer shall continue to give notice to the local health department of any subsequent COVID-19 cases at the workplace. Cal. Code Regs. tit. 8, § 3205.1.

In the event of a major COVID-19 outbreak (20 or more COVID-19 cases in an exposed workplace within a 30-day period), the employer shall comply with the local health department notification requirements of section 3205.1.  
Cal. Code Regs. tit. 8, § 3205.2.

[AB 685](#)

If an employer or representative of the employer receives a notice of potential exposure to COVID-19, the employer shall take all of the following actions within one business day of the notice of potential exposure:

- (1) Provide a written notice to all employees, and the employers of subcontracted employees, who were on the premises at the same worksite as the qualifying individual within the infectious period that they may have been exposed to COVID-19 in a manner the employer normally uses to communicate employment-related information. Written notice may include, but is not limited to, personal service, email, or text message if it can reasonably be anticipated to be received by the employee within one business day of sending and shall be in both English and the language understood by the majority of the employees.
- (2) Provide a written notice to the exclusive representative, if any, of the employees.
- (3) Provide all employees who may have been exposed and the exclusive representative, if any, with information regarding COVID-19-related benefits to which the employee may be entitled under applicable federal, state, or local laws, including, but not limited to, workers' compensation, and options for exposed employees, including COVID-19-related leave, company sick leave, state-mandated leave, supplemental sick leave, or negotiated leave provisions, as well as antiretaliation and antidiscrimination protections of the employee.
- (4) Notify all employees, and the employers of subcontracted employees and the exclusive representative, if any, on the disinfection and safety plan that the employer plans to implement and complete per the guidelines of the federal Centers for Disease Control.

If a non-healthcare employer or representative of the employer is notified of the number of cases that meet the definition of a COVID-19 outbreak, as defined by the State Department of Public Health, within 48 hours, the employer shall notify the local public health agency in the jurisdiction of the worksite of the names, number, occupation, and worksite of employees who meet the definition of a qualifying individual. An employer shall also report the business address and NAICS code of the worksite where the qualifying individuals work. An employer that has an outbreak subject to this section shall continue to give notice to the local health department of any subsequent laboratory-confirmed cases of COVID-19 at the worksite. The required notice shall contain the same information as would be required in an incident report in a Cal/OSHA Form 300 injury and illness log unless the information is inapplicable or unknown to the employer. This requirement shall apply

	<p>regardless of whether the employer is required to maintain a Cal/OSHA Form 300 injury and illness log. Notifications required by this section shall not impact any determination of whether or not the illness is work related.</p> <p>Cal. Lab. Code § 6409.6; California Department of Public Health <a href="#">AB 685 COVID-19 Workplace Outbreak Reporting Requirements</a> (December 10, 2020).</p>	
<a href="#">California: Alameda County</a>	Employers are required to implement and maintain a site-specific protection plan. The site-specific protection plan requires employers to notify the Alameda County Health Department within 48 hours when there is a workplace outbreak using this <a href="#">form</a> .	12/3/2020
<a href="#">California: Los Angeles County</a>	Employers are required to implement and maintain a social distancing protocol. Under the protocol, in the event that 3 or more cases are identified within the workplace within a span of 14 days, the employer should report this cluster to the Los Angeles County Department of Public Health.	12/3/2020
<a href="#">California: Marin County</a>	Businesses must require that all personnel immediately alert the business if they test positive for COVID-19 and were present in the workplace within the 48 hours prior to onset of symptoms or within 48 hours of the date on which they were tested. In the event that a business learns that any of its personnel is a confirmed positive case of COVID-19 and the employee was at the workplace within 14 days prior to the date of the employee's positive COVID-19 test, the business is required to report the positive case within four hours to the Marin County Public Health Department.	12/3/2020
<a href="#">California: Monterey County</a>	The Monterey County Health Department <u>recommends</u> that in the event an employee is diagnosed with COVID-19, the employer contact the Department's Communicable Disease Unit and also individually and confidentiality notify individuals who have had close contact with a person infectious with COVID-19.	12/3/2020
<a href="#">California: Sacramento County</a>	An employer must immediately notify Sacramento County Public Health if there is a known or suspected outbreak in the workplace. A workplace outbreak is defined as three or more confirmed cases of COVID-19 in a two week period. The employer may use this <a href="#">form</a> for reporting to SCPH. Employers should also notify all employees who were potentially exposed to the individuals with COVID-19.	12/3/2020
California: San Bernardino County	Employers must report to the San Bernardino County Department of Public Health as required by state law. Employers may use this <a href="#">online form</a> for reporting cases or clusters to the Department.	12/3/2020
<a href="#">California: San Diego County</a>	Each essential business and reopened business shall take all of the following actions if an employer becomes aware that an employee is diagnosed with COVID-19:	12/3/2020

	<p>a. Promptly notify the County Department of Public Health that there is an employee who is laboratory-confirmed diagnosed with COVID-19, together with the name, date of birth, and contact information of the employee.</p> <p>b. Cooperate with the County Department of Public Health’s COVID-19 response team to identify and provide contact information for any persons exposed by the employee at the workplace.</p> <p>c. Provide notice of the exposure to any employees, and contractors (who regularly work at the workplace), who may have been exposed to COVID-19.</p>	
<a href="#">California: San Francisco City and County</a>	Businesses must require that all personnel immediately alert the business if they test positive for COVID-19 and were present in the workplace within the 48 hours before onset of symptoms or, if asymptomatic, within 48 hours of the date on which they were tested. If the business has three or more personnel who test positive for COVID-19 within a two-week period, the business is required to call the San Francisco Department of Public Health to immediately to report the cluster of cases.	12/3/2020
<a href="#">California: Santa Barbara County</a>	Employers must inform the Santa Barbara County Public Health Department by phone if there are 3 or more positive cases or employees with symptoms in the workplace and inform other employees of their possible exposure to COVID-19 in the workplace. Employers must maintain confidentiality of employees with suspected or confirmed COVID-19 infection when communicating with other employees as required by the Americans with Disabilities Act (ADA).	12/3/2020
<a href="#">California: Santa Clara County</a>	If an employee tests positive, the employer must use the Santa Clara County Public Health Department’s <a href="#">Worksite Case and Contact Reporting Portal</a> to report the positive case and provide contact information for all employees identified as close contacts of the individual(s). The report must be made within four hours after the employer learns of the positive case(s).	12/3/2020
<a href="#">California: Santa Cruz County</a>	Employers must report COVID-19 outbreaks to the Santa Cruz County Health Services Agency. For non-healthcare workplaces, this is defined as 3 or more COVID-19 cases among workers at the same worksite within a 14-day period. Once this threshold is met, the employer has 48 hours to report to the health department. The employer must also continue to notify the health department of additional COVID-19 cases identified among workers at the worksite. The employer should also notify other employees, ensuring that confidentiality is maintained for the individual(s) who tested positive.	12/3/2020
<a href="#">Colorado</a>	When a single employee has confirmed or probable COVID-19, the employer should inform fellow employees of possible exposure while maintaining the sick employee’s confidentiality as required by the Americans with Disabilities Act. If two or	12/3/2020

	more cases are confirmed within 14 days among employees, the employer must report the suspected outbreak to the local public health agency in the county where the workplace or facility is located using the Colorado Department of Public Health & Environment COVID-19 <a href="#">outbreak report form</a> and send it to the local public health agency. The employer should also begin identifying staff with COVID-19-like symptoms using the CDPHE COVID-19 <a href="#">line list template</a> .	
<a href="#">Connecticut</a>	No requirement for employers. Employees shall inform their employers if they test positive and follow state testing and contact tracing protocols. The employee should contact the local public health department to initiate contact tracing.	12/3/2020
Delaware	No requirement	12/3/2020
<a href="#">District of Columbia</a>	Employers must notify DC Health as soon as possible about a positive COVID-19 case by submitting an online form on the DC Health COVID-19 Reporting Requirements website: <a href="https://dchealth.dc.gov/page/covid-19-reporting-requirements">dchealth.dc.gov/page/covid-19-reporting-requirements</a>  Employers must notify other employees about a positive COVID-19 case at the business. The notification cannot identify the COVID-19 positive employee. The information provided to other employees must include: (1) education about COVID-19, including the signs and symptoms of COVID-19; (2) referral to the Guidance for Contacts of a Person Confirmed to have COVID-19; and (3) information on options for COVID-19 testing in the District of Columbia.	12/3/2020
Florida	No requirement	12/3/2020
Georgia	No requirement	12/3/2020
Hawaii	No requirement	12/3/2020
Idaho	No requirement	12/3/2020
Illinois	If two or more employees report having COVID-19-related symptoms or test positive for COVID-19, the employer <u>should</u> notify the local health department within 24 hours of being informed of the presence of COVID-19 symptoms or positive test results. The employer also should notify employees who have been or may have been exposed, although they must keep the name of the employee confidential.	12/7/2020
<a href="#">Illinois: Chicago</a>	If 2 or more COVID-19 cases are identified at an employer's facility within 14 calendar days of each other, the employer may be required to notify the Chicago Department of Public Health within 24 hours of identifying the cluster. For most businesses, reporting is optional but encouraged. For certain businesses (healthcare facilities and congregate facilities as listed in the guidance), reporting is mandatory. Reports should be submitted via CDPH's confidential <a href="#">online reporting form</a> . Employers should also notify employees identified as close contacts of the	12/3/2020

	employee with the positive case, while maintaining confidentiality of the person's identity.	
Indiana	No requirement	12/3/2020
Iowa	No requirement	12/3/2020
<a href="#">Kansas</a>	Upon learning of a case associated with the workplace, the employer will immediately begin compiling a list of close contacts, including names, email addresses and phone numbers. Any employees identified as close contacts should be informed immediately. Close contacts must start a 14-day mandatory quarantine period starting from the day after the last contact with the case. The list of close contacts <u>should</u> be shared with the local health department for follow-up during the quarantine period.	12/3/2020
Kentucky	No requirement	12/3/2020
Louisiana	No requirement	12/3/2020
<a href="#">Louisiana: New Orleans</a>	Employers are <u>recommended</u> to notify contact tracers at the Louisiana Department of Health immediately of any case of COVID-19 among employees, while maintaining confidentiality in accordance with the Americans with Disabilities Act (ADA), and should advise those who have had close contact with a person diagnosed with COVID-19 to stay home and self-monitor for symptoms for 14 days. Close contact is defined as being within six feet of the sick person for 15 minutes or longer over a 24 hour period.	12/3/2020
<a href="#">Maine</a>	No requirement to notify health department. If an employee becomes ill on the job, the employer must notify personnel who came into contact with ill person of their possible exposure to COVID-19 in the workplace, but should maintain confidentiality as required by the Americans with Disabilities Act (ADA).	12/3/2020
Maryland	No requirement	12/3/2020
<a href="#">Massachusetts</a>	If the employer is notified of any positive case at the workplace, the employer must immediately notify the local board of health (LBOH) in the city or town where the workplace is located. Employers shall cooperate with contact tracing and COVID-19 control instructions from the LBOH and the state Department of Public Health or other designated public health authority. In the case of a temporary worker with a positive case, it is the responsibility of the host employer to notify the LBOH. 454 Code. Mass. Regs. § 31.06.	12/3/2020
<a href="#">Michigan</a>	When an employer learns of an employee, visitor, or customer with a confirmed case of COVID-19, the employer must immediately notify the local public health department. Within 24 hours of learning of the case, the employer must also notify any co-workers, contractors, or suppliers who may have come into contact with the person with COVID-19.	12/3/2020
Minnesota	No requirement	12/3/2020
Mississippi	No requirement	12/3/2020

Missouri	No requirement	12/3/2020
Montana	No requirement	12/3/2020
Nebraska	No requirement	12/3/2020
Nevada	No requirement	12/3/2020
New Hampshire	No requirement	12/3/2020
<a href="#">New Jersey</a>	No requirement to notify health department. Employers must promptly notify all employees of any known exposure to COVID-19 at the worksite, consistent with the confidentiality requirements of the ADA and any other applicable laws, and consistent with guidance from the EEOC.	12/3/2020
<a href="#">New Mexico</a>	An employer must report a positive test to the New Mexico Occupational Health and Safety Bureau within four hours of learning that an employee tested positive for COVID-19. N.M. Admin. Code. § 11.5.1.16. <u>Note</u> : this regulation was adopted on an emergency basis and expired on December 3, 2020. A permanent reporting rule has been proposed and will be the subject of a public hearing on December 18, 2020.	12/3/2020
New York	An employer must immediately notify state and local health department of any positive COVID-19 test result by an employee. This requirement appears in guidance for all industry sectors. See, e.g., <a href="#">Retail Establishments</a> and <a href="#">Office-Based Businesses</a> .	12/3/2020
North Carolina	No requirement	12/3/2020
<a href="#">North Dakota</a>	No requirement to notify health department. If an employee/volunteer tests positive for COVID-19, the employer <u>should</u> notify those in the workplace identified as close contacts to the confirmed case of COVID-19 while maintaining confidentiality.	12/3/2020
<a href="#">Ohio</a>	Employers must immediately report employee or customer infections to the local health district.	12/3/2020
<a href="#">Oklahoma</a>	No requirement to notify health department. If an employee is confirmed to have COVID-19, employers <u>should</u> inform fellow employees of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA).	12/3/2020
<a href="#">Oregon</a>	No requirement to notify health department. Employers must establish a process to (1) notify exposed employees (those who were within 6 feet of a confirmed COVID-19 individual for a cumulative total of 15 minutes or more, regardless of whether one or both of them were wearing source control) that they had a work-related contact with an individual who has tested positive for COVID-19, as well as to (2) notify affected employees (those who worked in the same facility or in the same well-defined portion of the facility such as a particular floor) that an individual who was present in the facility has confirmed COVID-19). This notification process must:	12/3/2020



	<p>(A) include a mechanism for notifying both exposed and affected employees within 24 hours of the employer being made aware that an individual with COVID-19 was present in the workplace while infectious or otherwise may have had work-related contact with its employee(s) while infectious; and (B) comply with all applicable federal and Oregon laws and regulations.</p> <p>Or. Admin. R. 437-001-0744(3)(j).</p> <p>Employers may adopt the Oregon OSHA <a href="#">Model Policy for Notification of Employees when COVID-19 Exposure Occur</a>.</p>	
<a href="#">Pennsylvania</a>	No requirement to notify health department. Employers must promptly notify employees who were close contacts of any known exposure to COVID-19 at the business premises, consistent with applicable confidentiality laws.	12/3/2020
<a href="#">Rhode Island</a>	Health department regulations require an employer to develop and implement a written COVID-19 control plan. One of the required components of the plan is that the employer agrees to call RIDOH immediately upon being informed of a positive case among the workforce so the department can assist in contact tracing and provide further instruction. The employer may also use the <a href="#">RIDOH COVID-19 Business Report Form</a> (for uploading lists of employees at once, use <a href="#">this form</a> ).	12/3/2020
<a href="#">South Carolina</a>	No requirement to notify health department. If an employee tests positive, the employer must perform a coworker exposure assessment and notify coworkers of close contact status or potential exposure and provide guidance regarding quarantine or isolation. The employer must maintain confidentiality when providing notifications.	12/3/2020
<a href="#">South Dakota</a>	If an employee is confirmed to have the COVID-19 infection, employers are <u>recommended</u> to inform fellow employees of their possible exposure to COVID-19 in the workplace, but maintain confidentiality as required by the Americans with Disabilities Act (ADA).	12/3/2020
Tennessee	No requirement	12/3/2020
<a href="#">Tennessee: Nashville</a>	In the event an employees tests positive for COVID-19, the employer is <u>recommended</u> to notify the Metro Public Health Department and to notify all employees who work in the location or area where the employee works of the situation, without revealing any confidential medical information such as the name of the employee (unless the employee has signed an authorization to disclose his or her diagnosis. The failure to notify employees of a confirmed case may be a violation of OSHA’s general duty clause, which requires all employers to provide employees with a safe work environment.	12/3/2020
<a href="#">Tennessee: Shelby County</a>	Employers must report to the Shelby County Health Department any employee who has had contact with a person	12/3/2020

	who tests or has tested positive for COVID-19 to notify the Department by calling 901-222-MASK.	
Texas	No requirement	12/3/2020
Utah	No requirement	12/3/2020
<a href="#">Vermont</a>	If an employee or customer tells an employer that they have tested positive for COVID-19, the employer is <u>recommended</u> to have them call the Vermont Department of Health. If the employer believes the establishment has been exposed to COVID-19, the employer is asked to call the Department.	12/3/2020
<a href="#">Virginia</a>	Employers shall establish a system to receive reports of positive SARS-CoV-2 tests by employees, subcontractors, contract employees, and temporary employees present at the place of employment within the previous 14 days from the date of positive test, and the employer shall notify: (1) its own employees who may have been exposed, within 24 hours of discovery of their possible exposure, while keeping confidential the identity of the known to be infected; (2) other employers whose employees were present at the work site during the same time period; (3) the building/facility owner; (4) the Virginia Department of Health, within 24 hours of the discovery of a positive case; and (5) the Virginia Department of Labor and Industry within 24 hours of the discovery of 3 or more employees present at the place of employment within a 14-day period testing positive for SARS-CoV-2 virus during that 14-day time period. 16 Va. Admin. Code § 25-220-40(A)(8).	12/3/2020
<a href="#">Washington</a>	No employer may operate, unless it notifies the local health jurisdiction within 24 hours if the employer suspects COVID-19 is spreading in the employer's workplace, or if the employer is aware of 2 or more employees who develop confirmed or suspected COVID-19 within a 14-day period. The employer must also <a href="#">inform exposed employees</a> of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act.	12/3/2020
<a href="#">West Virginia</a>	Employers must report any COVID-19 positive employee immediately to the local health department.	12/3/2020
<a href="#">Wisconsin</a>	If a worker has tested positive for COVID-19 (as self-reported by the worker, or in a test arranged by the employer), the employer must follow state law to report cases to the local or tribal health department, even if the worker does not have symptoms. The employer must also inform fellow workers who were in close contact of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act.	12/3/2020
Wyoming	No requirement	12/3/2020