

FACT SHEET

Protecting Workers' Rights under the COVID-19 Healthcare ETS



OSHA's COVID-19 Healthcare Emergency Temporary Standard (ETS) sets new requirements to prevent worker exposure to the coronavirus in settings where any employee provides healthcare services or healthcare support services, with some exceptions. It also protects workers from retaliation for exercising their rights under the ETS.

For work covered by the standard, employees have the right to:

- Protection from firing or discrimination for exercising your rights under the ETS.
- Protection from punishment for reporting COVID-19 workplace hazards or concerns.
- Training on how your employer will protect you from COVID-19 in language that you understand.
- Expect that your employer will develop a COVID-19 plan with worker input that includes the following:
 - Paid time off for vaccinations and vaccination side effects
 - Patient screening and management
 - Standard and Transmission-Based Precautions
 - Facemasks
 - Respirators and other personal protective equipment (PPE) for exposure to people with suspected or confirmed COVID-19 and for aerosol-generating procedures on a person with suspected or confirmed COVID-19

You cannot be fired because you report a claim to OSHA.

If you experience retaliation, file a complaint at [whistleblowers.gov](https://www.whistleblowers.gov).

- Physical distancing
- Physical barriers
- Cleaning and disinfection
- Ventilation
- Health screening
- Employee notification if a person at the workplace is COVID-19 positive
- Removing employees who have suspected or confirmed COVID-19, certain COVID-19 symptoms, or have had close contact with a person who is COVID-19 positive in the workplace

Read the full text of the ETS at [osha.gov/coronavirus/ets](https://www.osha.gov/coronavirus/ets).

This Fact Sheet is intended to provide information about the COVID-19 Emergency Temporary Standard. The Occupational Safety and Health Act requires employers to comply with safety and health standards promulgated by OSHA or by a state with an OSHA-approved state plan. However, this Fact Sheet is not itself a standard or regulation, and it creates no new legal obligations.