

MIOSHA Most Commonly Cited Violations*

- Not developing and implementing, or not enforcing a Preparedness and Response Plan
- Not enforcing wear of face covering when 6 feet of separation cannot be maintained.
- Not implementing or conducting daily screening procedures
- Not notifying coworkers of potential exposure to coworker who tests positive
- Not having a Covid-19 safety coordinator onsite at all times workers are present

*Note: All of the following are related to the P&R plan but are commonly identified causes for citation.

Should I record or not record an employee's known case of Covid-19?

MIOSHA is adhering to the updated [guidance](#) set by federal OSHA regarding COVID-19 and Injury & Illness recordkeeping. Under OSHA's recordkeeping requirements, COVID-19 is a recordable illness, and thus employers are responsible for recording cases of COVID-19, if:

1. The case is a confirmed case of COVID-19, as defined by the Centers for Disease Control and Prevention (CDC),
2. The case is work-related as defined by 29 CFR § 1904.5; and
3. The case involves one or more of the general recording criteria set forth in 29 CFR § 1904.7.

Because of the difficulty with determining work-relatedness, MIOSHA is exercising enforcement discretion to assess employers' efforts in making work-related determinations. In determining whether an employer has complied with this obligation and made a reasonable determination of work-relatedness, the [guidance](#) provides a list of considerations that may be applied.

This guidance is intended to be time-limited to the current COVID-19 public health crisis. Employers should frequently check OSHA's webpage at www.osha.gov/coronavirus for updates.

When recorded, COVID-19 should be coded as a respiratory illness on the Form 300. Because this is an illness, if an employee voluntarily requests that his or her name not be entered on the log, the employer must comply as specified under 29 CFR § 1904.29(b)(7)(vi).

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