



COVID-19 FAQ

4. If an employee refuses to use Personal Protective Equipment (“PPE”), and contracts COVID-19, would it be covered by workers’ compensation?

Date Added: 03/30/20

Answer: If the employee refuses to don their PPE an employer can discipline, and in some instances, terminate an employee for violating company policies and procedures. An employer would want to follow their own disciplinary procedures or practices, if they are established. However, workers’ compensation is generally a “no fault” legal standard. In other words, an employer is liable for their employee not following the employer’s safety policies and procedures and any subsequent illness or injury will still be compensable under state workers’ compensation laws.