



COVID-19 FAQ

14. Can an employee refuse to work due to concerns over COVID-19?

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Answer: An employee can refuse to work due to their fear of being exposed or contracting COVID-19. However, an employer may discipline or terminate an employee for refusing to come to work. Employers are encouraged to ask employees why they fear contracting the illness. If the employee's concerns are based upon the employer not having the required Personal Protective Equipment (PPE), then the employee's fear may be reasonable and protected under OSHA. Generally, just an employee's fear is not enough to meet OSHA refusal standard.