

Medical Removal Protection Benefits Under OSHA

OSHA's COVID-19 Healthcare Emergency Temporary Standard (ETS) specifies medical removal protection benefits that must be provided to employees. This document summarizes those requirements.



Employee removal for COVID-19-related medical reasons:

Employers must continue to provide the benefits to which the employee is normally entitled and must also pay the employee the same regular pay the employee would have received had the employee not been absent from work, **up to \$1,400 per week**, until the employee meets the return-to-work criteria.

- For employers with fewer than 500 employees, the employer must pay the employee up to the \$1,400 per week cap but, beginning in the third week of an employee's removal, the amount is reduced to two-thirds of the same regular pay the employee would have received had the employee not been absent from work, up to \$200 per day (\$1,000 per week in most cases).
- The employer's payment obligation is reduced by the amount of compensation the employee receives from any other source, such as a publicly or employer-funded compensation program (e.g., paid sick leave, administrative leave), for earnings lost during the period of removal or any additional source of income the employee receives that is made possible by virtue of the employee's removal.



Vaccination

Employers must support COVID-19 vaccination for each employee by providing reasonable time and paid leave (e.g., paid sick leave, administrative leave) to each employee for vaccination and any side effects experienced following vaccination.

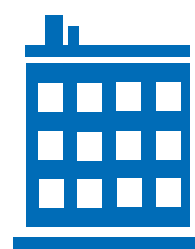
View [OSHA's COVID-19 ETS](#) for additional information.

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Employees who work from home

Employers who allow employees to work remotely or in isolation must continue to pay the employee at the same regular pay and benefits the employee would have received had the employee not been absent from work.



Return to work

Whenever an employee returns to the workplace after a COVID-19-related workplace removal, that employee must not suffer any adverse action as a result of that removal from the workplace and must maintain all employee rights and benefits, including the employee's right to their former job status, as if the employee had not been removed.

The employer must make decisions regarding an employee's return to work after a COVID-19-related workplace removal in accordance with guidance from a licensed healthcare provider or [CDC's "Isolation Guidance"](#) and the [CDC's "Return to Work Healthcare Guidance"](#).

