



Working with Long COVID



At the U.S. Department of Labor, we're committed to supporting individuals experiencing Long COVID and its related conditions who want to keep working or return to work.

Supporting Workers with Long COVID

According to the [Centers for Disease Control and Prevention](#), some people who had COVID-19 experience a range of new or ongoing symptoms, known as post-COVID conditions or Long COVID, that can last weeks, months, or years, and can worsen with physical or mental activity.

Common symptoms include, but are not limited to:



Shortness of breath or difficulty breathing



Fast-beating or pounding heart (known as heart palpitations)



Tiredness or fatigue



Joint or muscle pain



Difficulty thinking or concentrating (sometimes called "brain fog")



Headaches

A person with Long COVID may have a disability and be entitled to accommodations under the Americans with Disabilities Act, if the person has a physical or mental impairment that substantially limits one or more major life activities. Workers may have difficulty working the same way they did before and may be entitled to temporary or longer-term supports that can help them stay on the job or return to work once ready.

To learn more, contact the Department's [Job Accommodation Network \(JAN\)](#)—the leading source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. In addition to one-on-one consultations regarding specific situations, JAN offers a series of guidance documents on [workplace accommodations for people with Long COVID and associated conditions](#).



Examples of accommodations for common symptoms of Long COVID and its related conditions.

Shortness of breath or difficulty breathing

- Reduce the physical demands of the job
- Allow **rest breaks**
- **Reduce workplace triggers**
- Allow time for medical treatment such as use of a nebulizer or inhaler
- **Restructure** the job to remove marginal job functions
- Develop a **plan of action** to deal with sudden exacerbations
- Provide an alternative mask
- Allow removal of mask when appropriate
- Allow **telework**
- Allow **leave** for treatment

Tiredness or fatigue

- Allow **rest breaks**
- Provide an **ergonomic** workstation
- Allow a **flexible schedule**
- **Restructure** the job to remove marginal job functions
- Allow **telework**

Difficulty thinking or concentrating (sometimes called “brain fog”)

- Provide a quiet workspace
- Allow use of noise cancellation or white noise
- Provide uninterrupted work time
- Provide memory aids such as flowcharts and checklists
- Allow the use of apps for **concentration, memory, and organization**
- Allow **rest breaks**
- **Restructure** the job to remove marginal functions to allow focus on essential job duties
- Allow **telework**

Depression or anxiety

- Allow a **flexible schedule**
- Allow **rest breaks**
- Provide a **rest area/private space** to manage symptoms

- Allow a **support animal**
- Allow a **support person**
- Identify and **reduce workplace triggers**
- Allow **leave** for treatment

Insomnia

- Allow **rest breaks**
- Allow a **flexible schedule**
- Keep the workstation temperature on the cool side
- Allow cold drinks at the workstation
- Allow **telework**

Fast-beating or pounding heart (known as heart palpitations)

- Allow **rest breaks**
- Control the workstation temperature
- Provide an **ergonomic** workstation
- Allow drinks at the workstation
- Develop a **plan of action** to deal with sudden exacerbations
- Allow **telework**
- Allow **leave** for treatment

Joint or muscle pain

- Allow **rest breaks**
- Reduce the physical demands of the job
- Provide an **ergonomic** workstation
- Allow a **flexible schedule**
- **Restructure** the job to remove marginal job functions
- Allow **telework**
- Allow **leave** for treatment

Headache

- **Reduce workplace triggers**
- Provide **alternative lighting**
- Reduce glare
- Allow a **flexible schedule**
- Allow **telework**