

NEW OSHA 300 Rules & PUBLIC DISCLOSURE

OSHA has updated the rule that pertains to the reporting of workplace injuries and illnesses. The new rule requires certain employers to electronically submit injury and illness data beginning in 2017. This information will be publicly available on the OSHA website. The goal of the rule is to encourage employers to better identify hazards, address safety issues, and prevent future injuries and illnesses.

New Electronic Reporting Requirements

Employers with 250 or more employees

in [industries covered](#) by the record-keeping regulation must electronically submit their OSHA 300A form for the year 2016 **(Effective July 1, 2017)**.

- These employers are only required to provide their 2017 Form 300A summary data. OSHA is not accepting Form 300 and 301 information at this time.
- Beginning in 2019 (and every year thereafter) these employers must submit their OSHA 300A, OSHA 300, and 301 forms (for 2018) by March 2.

Employers with 20-249 employees

in [high-hazard industries](#) must electronically submit their OSHA 300A form for the year 2016 **(Effective July 1, 2017)**.

- These employers must electronically submit their OSHA 300A information for 2017. **(Effective July 1, 2018)**.
- Beginning in 2019 (and every year thereafter) these employers must submit their OSHA 300A information (for 2018) by March 2.

OSHA State Plan Alignment

OSHA State Plan states must adopt and enforce these requirements (or substantially identical requirements) [within 6 months after the publication of the final rule](#).

New Anti-Retaliation Protection

Prohibits employers from retaliation against employees for reporting work-related injuries or illnesses **(Effective November 1, 2016)**.



NEW OSHA FINES

VIOLATION TYPE	CURRENT MAXIMUM	NEW MAXIMUM
Other-than-serious posting requirements	\$7,000 / violation	\$12,471 / violation
Failure to abate	\$7,000 / day beyond abatement date	\$12,471 / violation
Willful or repeated	\$70,000 / violation	\$124,709 / violation

REMEMBER

If an OSHA inspection occurs and your organization is required to keep an OSHA 300 log, you will need to present a copy during the inspection or within 4 hours of OSHA's request for the log.

Incident Track® helps organizations efficiently track, report, and analyze accidents, including OSHA-reportable injuries and illnesses and near-misses. This web-based software application will seamlessly export all OSHA required forms electronically directly to OSHA and provide all the data required by the new OSHA rules.

Incident Track is part of the **Risk Management Center®**, a suite of applications that assist organizations with their risk management, workplace, safety, employee training, and compliance needs.

To find out more please contact (503) 766-6099
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