

OSHA Requires Electronic Submissions of Injury Data

INTRODUCTION

On May 12, 2016 the Occupational Safety and Health Administration (OSHA) officially issued a final rule that requires electronic submission of injury data that may be posted on the OSHA website for public viewing. OSHA's new rule will better improve the safety for all workers across the nation. This rule will be effective starting next year, January 1, 2017.

WHY IS THIS A RULE?

OSHA has recently revised this rule to better improve the overall safety of workers across America. OSHA will require employers, within certain industries, to file information contained in the OSHA 300 log electronically. The data will be posted on the OSHA website for the public to view. By requiring that all injury and illness data is to be submitted and made available to the public, OSHA believes that employers are more likely to pay better attention to the safety and overall well-being of their employees. When employers pay more attention to safety, we see less injury and more safety procedures come into place.

RULE REQUIREMENTS

With new rules, come new requirements. This particular rule requires that employers from specific industries submit electronically, any injury and illness information that they already record on their OSHA injury and illness forms (e.g. OSHA 300 log) onsite. OSHA will be able to analyze this data to see how they can use

their enforcement and compliance assistance assets in a more proficient way.

ANTI-RETAIATION PROTECTIONS

In addition to the benefit of a safer work environment, employees will also receive an anti-retaliation protection benefit. All employers must inform their employees of their rights to freely report any work-related injuries or illnesses free from reprisal. This will be effective on August 10, 2016.

COMPLIANCE SCHEDULE

Any organization with 250 or more employees in specific industries has to submit information by July 1, 2017 from their 2016 Form 300A. They must also submit information from 2017 forms 300A, 300 and 301 by July 1, 2018. In 2019, and every year after, all information absolutely needs to be submitted by March 2. Any organization with 20-249 employees in specific industries like NAICS 31-33 (manufacturing) must only submit information from Form 300A. All organizations that fall under this category must submit their 2016 Form 300A by July 1, 2017 and their 2017 Form 300A by July 1, 2018 and by the year 2019 and every year after, information should be submitted by March 2.

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