



Important New OSHA Reporting Requirements and Proposed Rulemaking Regarding Injury and Illness Reporting

New OSHA Requirements for Reporting Severe Injuries

Final rule goes into effect on January 1, 2015.

Employers* required to notify OSHA of:

- Work-related fatalities within eight (8) hours
- Work-related in-patient hospitalization within twenty-four (24) hours
- Amputations within twenty-four (24) hours
- Losses of an eye within twenty-four (24) hours

Under previous regulations, employer only was required to report fatalities and in-patient hospitalizations of three (3) or more employees.

Employers can report to OSHA by:

- Calling OSHA's free and confidential number at 1 800 321 6742
- Calling the closest OSHA Area Office during normal business hours
- Using the new online form that will soon be available

*This includes all employers covered by the OSH Act, even those exempt from other record keeping requirements.

Proposed Rulemaking Regarding Injury and Illness Reporting and 11(c)*

The proposed provisions will require employers to:

- Inform employees of their rights to report injuries and illnesses free from discrimination and retaliation;
- Implement injury and illness reporting requirements reasonable and not unduly burdensome; and
- Prohibit disciplining employees for reporting injuries and illnesses.

*The sixty (60) day comment period began on August 14, 2014.

Proposed Rule on Public Disclosure of Injuries*

Employers with 250 or more employees will electronically submit their 300 logs to OSHA on a quarterly basis.

All employers who are required to keep 300 logs will submit their 300A's to OSHA on an annual basis.

Employers with multiple worksites will provide corporate-wide injury and illness data to OSHA.

*The comment period has been extended through October 14, 2014.

— [Jane H. Heidingsfelder](#)

Remember that these legal principles may change and vary widely in their application to specific factual circumstances. You should consult with counsel about your individual circumstances. For further information regarding these issues, contact:

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