



# 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 submit injury and illness data electronically 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 Recordkeeping Requirements

**Employers with 20-249 employees in high-hazard industries** must submit their OSHA 300A form electronically for the year 2016. (Effective July 1, 2017)

- These same employers must electronically submit their OSHA 300A information for 2017 by **July 1, 2018**. Beginning in 2019, these employers must submit their OSHA 300A information (for 2018) by March 2, 2019.
- These same employers must electronically submit their OSHA 300A, OSHA 300 and 301 forms. (Effective July 1, 2018)
- Beginning in 2019, these employers must submit all OSHA information (for 2018) by March 2, 2019.

**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)



## 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 WHISTLEBLOWER PROTECTION

### Effective November 1, 2016

Prohibits employers from retaliation against employees for reporting work-related injuries or illnesses.

## 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.

For more information, please contact our Risk Control Specialist:

### Brian Baumler

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**Establishments in the following industries with 20 to 249 employees must submit injury and illness summary (Form 300A) data to OSHA electronically.**

NAICS	INDUSTRY
11	Agriculture, Forestry, Fishing and Hunting
22	Utilities
23	Construction
31-33	Manufacturing
42	Wholesale Trade
4413	Automotive Parts, Accessories, and Tire Stores
4421	Furniture Stores
4422	Home Furnishings Stores
4441	Building Material & Supplies Dealers
4442	Lawn & Garden Equipment and Supplies Stores
4451	Grocery Stores
4452	Specialty Food Stores
4521	Department Stores
4529	Other General Merchandise Stores
4533	Used Merchandise Stores
4542	Vending Machine Operators
4543	Direct Selling Establishments
4811	Scheduled Air Transportation
4841	General Freight Trucking
4842	Specialized Freight Trucking
4851	Urban Transit Systems
4852	Interurban & Rural Bus Transportation
4853	Taxi & Limousine Service
4854	School & Employee Bus Transportation
4855	Charter Bus Industry
4859	Other Transit & Ground Passenger Transportation
4871	Scenic & Sightseeing Transportation, Land
4881	Support Activities for Air Transportation
4882	Support Activities for Rail Transportation
4883	Support Activities for Water Transportation
4884	Support Activities for Road Transportation
4889	Other Support Activities for Transportation
4911	Postal Service

NAICS	INDUSTRY
4921	Couriers and Express Delivery Services
4922	Local Messengers and Local Delivery
4931	Warehousing and Storage
5152	Cable and Other Subscription Programming
5311	Lessors of Real Estate
5321	Automotive Equipment Rental and Leasing
5322	Consumer Goods Rental
5323	General Rental Centers
5617	Services to Buildings and Dwellings
5621	Waste Collection
5622	Waste Treatment and Disposal
5629	Remediation & Other Waste Management Services
6219	Other Ambulatory Health Care Services
6221	General Medical and Surgical Hospitals
6222	Psychiatric and Substance Abuse Hospitals
6223	Specialty Hospitals (except psychiatric and substance abuse)
6231	Nursing Care Facilities
6232	Res. Mental Health & Substance Abuse Facilities
6233	Community Care Facilities for the Elderly
6239	Other Residential Care Facilities
6242	Food & Housing, Emergency, Other Relief Services
6243	Vocational Rehabilitation Services
7111	Performing Arts Companies
7112	Spectator Sports
7121	Museums, Historical Sites, and Similar Institutions
7131	Amusement Parks and Arcades
7132	Gambling Industries
7211	Traveler Accommodation
7212	RV Parks and Recreational Camps
7213	Rooming and Boarding Houses
7223	Special Food Services
8113	Industrial Machinery & Equipment Maintenance
8123	Dry-Cleaning and Laundry Services



## 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

Marsh & McLennan Agency has partnered with Succeed Management Solutions to offer a proven compliance solution, the Risk Management Center. This web-based software consists of a suite of applications that assist organizations with their risk management, workplace safety and compliance needs.

Within this tool is Incident Track<sup>®</sup> which helps organizations efficiently track, report, and analyze incidents, including OSHA-reportable injuries and illnesses and near-misses. This web-based resource will seamlessly export all OSHA-required forms electronically and directly to OSHA and provide all of the data required by the new OSHA rules.

Partner with Marsh & McLennan Agency to understand your organization's individual requirements and avoid fines. Let our Risk Control Representatives help you plan for and implement this change and receive these valuable services today.

### VALUE ADDED SPECIALTIES



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