

Work Comp Matters

Issue 108

It's almost time to post your OSHA 300 Summary for 2016!



Next Wednesday, February 1, 2017, marks the beginning of this year's three-month period during which employers must have their company's injuries from 2016 posted using the OSHA Summary of Work-Related Injuries and Illnesses (Form 300A).

Employers must post the Summary (300A) in a visible location so that all employees can be made aware of the injuries and illnesses that occurred in their workplace.

If you have more than one location, you must post the Summary at each physical location. For more information, please visit www.osha.gov.

NEW ELECTRONIC REPORTING REQUIREMENTS START THIS YEAR

Why is OSHA issuing this rule?

This simple change in OSHA's rule making requirements will improve safety for workers across the country. One important reason stems from our understanding of human behavior and motivation. Behavioral economics tells us that making injury information publicly available will "nudge" employers to focus on safety.

What does the rule require?

The new rule, which takes effect Jan. 1, 2017, requires certain employers to electronically submit injury and illness data that they are already required to record on their onsite OSHA Injury and Illness forms.

How will electronic submission work?

OSHA will provide a secure website that offers three options for data submission. First, users will be able to manually enter data into a web form. Second, users will be able to upload a CSV file to process single or multiple establishments at the same time. The site is scheduled to go live in February 2017.

Who is required to submit electronically and what is the deadline?

Establishments with 250 or more employees in industries covered by the record keeping regulation must submit information from their 2016 Form 300A by July 1, 2017.

Establishments with 20-249 employees in [certain high-risk industries](#) must submit information from their 2016 Form 300A by July 1, 2017,

Your business may be exempt

There are partially exempt industries that may not be required to keep OSHA injury and illness records. To find out if your business is exempt, please visit this [web site](#).



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