



ILA-USMX JOINT SAFETY COMMITTEE

OSH Circular 2014-08 (30 December 2014)

New OSHA Reporting Rules Go Into Effect 01 January 2015



The Occupational Safety and Health Administration's revised recordkeeping rule goes into effect on January 1, 2015. OSHA's recordkeeping rule requires covered employers to prepare and maintain records of serious occupational injuries and illnesses, using the [OSHA 300 Log](#).

The revised rule includes two key changes: **First**, the rule revises the list of low-hazard industries that are exempt from the requirement to routinely keep OSHA injury and illness records. Employers having ten or fewer employees at all times during the previous calendar year remain exempt from routinely keeping OSHA injury and illness records. That exclusion would include qualifying ILA Local Unions. USMX affiliated companies will, owing to size, generally not qualify for that exemption. ILA District offices (and any qualifying Local Union offices) employing ten or more workers should keep in mind that all of OSHA's recordkeeping regulations (29 CFR Part 1904) have legal application to them.

Second, the rule expands the list of severe work-related injuries that all covered employers must report to OSHA. The previous rule required employers to report to OSHA within 24 hours all work-related in-patient hospitalizations of three or more employees. The revised rule applies to work-related in-patient hospitalizations of one or more employees and adds the requirement to report to OSHA any work-related amputation or loss of an eye within 24 hours. The revised rule retains the current requirement to report all work-related fatalities within eight hours. These rules apply to all employers under OSHA's jurisdiction (most private sector employers are covered), including those that are exempt from the routine record-keeping rules.

For additional details, see OSHA's [fact sheet](#) on the new recordkeeping requirements.

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