



## ILA-USMX JOINT SAFETY COMMITTEE

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OSH Circular 2016-07 (13 May 2016)

# OSHA's New Rules For Injury & Illness Reporting

Yesterday, the U.S. Occupational Safety & Health Administration (OSHA) issued a Final Rule that requires most employers to electronically submit their workplace injury and illness records to the agency once each year. OSHA feels that having such information sent directly to them will allow the agency to concentrate its resources in a more efficient way. Within the FEDERAL REGISTER notice that accompanied the Final Rule, OSHA has also indicated its intention to publish the employer-specific data they receive at the agency's website.

Here's a link to yesterday's Final Rule: [Recordkeeping Final Rule \(051216\)](#)

The actual text of the regulation begins at Page 29691. The preceding pages (the regulation's preamble) serve as an explanation of the agency's rationale and intentions. Both parts of the notice are very important.

Within the regulations, employers have a responsibility to establish a reasonable procedure for employees to report work-related injuries and illnesses promptly and accurately. OSHA notes that "*A procedure is not reasonable if it would deter or discourage a reasonable employee from accurately reporting a workplace injury or illness.*"

The ILA~USMX Joint Safety Committee can assist employers and employees in making determinations about individual accident reporting procedures.

### **Employers also have an obligation to inform employees of the following:**

- 1). That all workplace injuries or illnesses must be reported to supervisory personnel immediately;**
- 2). That, under the Occupational Safety & Health Act, employees have the right to make such reports; and**
- 3). That employers are prohibited from discharging or discriminating against employees for reporting workplace injuries or illnesses.**

## Working Together For The Benefit Of All

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