

OSHA

CORNERSTONES

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OSHA has recently released its final rule to submit injury and illness records online.

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OSHA's fines will increase 78 percent to account for inflation since 1990.

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An NSC survey found that one-third of workers believe that their employers prioritize productivity, including over half of surveyed workers in the agriculture and construction industries.

*provided by
The Insurance Exchange*

OSHA's Electronic Reporting Rule

OSHA currently requires employers to keep track of their employees' injuries and illness in an "OSHA log." However, the agency has recently released a final rule that will also require some employers to submit these records electronically, so they can then be posted on OSHA's website.

Although the new rule will not change an employer's requirements to complete and retain regular injury and illness records, some employers will have additional obligations. Here are the requirements for the new rule:

- Businesses with 250 or more employees that are required to keep injury and illness records must electronically submit the following forms:
 - OSHA Form 300: Log of Work-Related Injuries and Illnesses
 - OSHA Form 300A: Summary of Work-Related Injuries and Illnesses
 - OSHA Form 301: Injury and Illnesses Incident Report
- Businesses with 20-249 employees that work in industries [with historically high rates of occupational injuries and illnesses](#) must electronically submit information from OSHA Form 300A.

The final rule also includes provisions to encourage workers to report work-related injuries and illnesses to their employers and to prohibit employers from retaliating against workers for making those reports.

OSHA will post the establishment-specific injury and illness data it collects under the new recordkeeping rule on its public website, www.osha.gov. Additionally, the agency will remove any personally identifiable information (PII) before the data is released to the public.

With the new rule, OSHA hopes that employers and researchers will be encouraged to find new and innovative ways to prevent injuries and illnesses at workplaces. For more information on the recordkeeping rule, contact us at 301-279-5500. We can provide you with several comprehensive articles to keep your employees safe and your business in compliance with OSHA regulations.

OSHA Fines to Increase Beginning Aug. 1, 2016

As part of the Bipartisan Budget Act of 2015, OSHA will increase its penalties for the first time in over 25 years. Although financial penalties are meant to be increased regularly to encourage compliance with OSHA regulations, OSHA's current penalties have not increased along with inflation.

OSHA recently revealed that it will increase its current penalties by 78 percent. As a result, the maximum penalty for "serious" violations will rise from \$7,000 to \$12,471, and the maximum penalty for "willful" and "repeated" violations will rise from \$70,000 to \$124,709. Additionally, the minimum penalty for "willful" violations—OSHA's only minimum penalty—will rise from \$5,000 to \$8,908.

OSHA stated that the increased fines will help to deter safety violations, which will lead to fewer injuries and illnesses in workplaces across the country. Additionally, the agency believes that the increases will also benefit employers with no safety violations, as there will be a more level playing field when competing with employers who do not stay in compliance with OSHA regulations.

The fine increases will become effective on Aug. 1, 2016, for any violation that occurred after Nov. 2, 2015. Additionally, OSHA will increase its fines annually beginning in January 2017. For more information on the fine increases, visit [OSHA's website](#).

NEWS & NOTES

NSC Survey Finds One-third of Workers Believe Employers Emphasize Productivity Over Safety

A study recently conducted by the National Safety Council (NSC) found that 33 percent of the over 2,000 workers surveyed believe that their employers prioritize productivity over safety at their workplaces.

Additionally, over half of employees surveyed in the construction and agriculture industries believed that productivity was prioritized over safety in their workplaces. The NSC found these findings unfortunate, given that these two industries are first and second when it comes to the number of occupational fatalities.

To see additional results from the survey, visit the [NSC's website](#).

OSHA Reminds Employers to Protect Workers from Fireworks

As fireworks displays become more common during the summer months, OSHA has [released a statement](#) to remind employers about the importance of safe work practices around pyrotechnics.

Ignoring any safety precautions during the manufacture, transportation, storage or sale of fireworks can expose workers and consumers to extreme risks. Last year, two workers were killed and four were injured in an explosion at a fireworks facility in Alabama, which also resulted in 14 "serious" safety violations and proposed penalties of \$66,221.

For information on fireworks safety, contact The Insurance Exchange. We can provide you with our comprehensive risk summary and coverage checklist for fireworks manufacturing.



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The Insurance Exchange
301-279-5500
<http://www.tie-inc.com>

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