NEW REQUIREMENTS

The most significant aspect of OSHA's recent involves its requirement that certain employers electronically submit their injury and illness logs on an annual basis. Following is the standard's breakdown:

Establishments with 20 to 249 employees in designated industries

Establishments with more than 20 but fewer than 250 employees, and in high risk industries (Manufacturing - NAICS 31-33), must electronically submit OSHA 300A logs once a year. These employers will be required to electronically submit OSHA 300A logs on July 1, 2017, July 1, 2018 and annually beginning March 2, 2019.

Establishments 250 or more employees

Establishments with 250 or more employees at any given time during a year must electronically submit their OSHA 300, 301, and 300A logs once a year. OSHA's schedule for the required submissions includes:

- July 1, 2017 – OSHA 300A log
- July 1, 2018 – OSHA 300, 300A and 301 logs
- March 2, 2019 – OSHA 300, 300A and 301 logs

OSHA's Intent to Publish Employer Records

OSHA intends to publish publically each establishment's data online on osha.gov. OSHA stated they will remove personal information before the data is released to the public.
**OSHA’s New Anti-Retaliation Provisions**

In addition to the electronic submission requirements, OSHA’s new requirements prohibits employers from retaliating against employees for reporting work-related injuries or illnesses, or discouraging employees from reporting through the threat of retaliation. The new regulation also requires employers to:

- Establish a procedure for employees to report work-related injuries and illnesses. A procedure is not “reasonable” if it would deter or discourage an employee from reporting a workplace injury or illness.
- Inform employees on the procedure.
- Inform employees they have the right to report and employers are prohibited from retaliating.
- Refrain from retaliating against employees for reporting a work-related injury or illness, filing a safety and health complaint, asking for access to injury and illness records or exercising any right afforded under OSHA.

All new provisions went into effect **Aug. 12, 2016.**