



Worksite Injury Data Goes Public

Employers in high-hazard industries **MUST** submit their injury and illness data electronically. It will be posted on OSHA's website, under a final rule—Electronic Recordkeeping—issued on May 11, 2016 by the agency. Making this data public is designed to “nudge” employers to improve safety in their facilities.

Employees prospecting for new jobs can use this information to identify workplaces where their risk of injury is lowest, and companies competing to hire the best workers will make injury prevention a high priority, according to OSHA. The new requirements take effect August 10, 2016, with phased in data submissions beginning in 2017. The amount of data submitted will vary depending on the size of company and type of industry.

The rule also prohibits employers from discouraging workers from reporting an injury or illness. Nothing else in the employers' obligation to complete, retain, and certify injury and illness records to the OSHA 300 log has changed. This new law only requires certain employers to electronically submit some of the information from these records to OSHA (a very easy process).

The “transparent recordkeeping” rule is certainly controversial. Industry believes it is unfair to distribute this data if an accident is the result of worker negligence. Another concern is that this rule could result in employers underreporting injuries and illnesses. OSHA watchers predict lawsuits to come up immediately.

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