

SHARP Monthly Reader

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Q & A

Q. Who must submit information electronically to OSHA under the Recordkeeping Rule?

A. Establishments with 250 or more employees that are subject to OSHA's recordkeeping regulation must electronically submit to OSHA some of the information from the Log of Work-Related Injuries and Illnesses (OSHA Form 300), the Summary of Work-Related Injuries and Illnesses (OSHA Form 300A), and the Injury and Illness Incident Report (OSHA Form 301).

Establishments with 20-249 employees in [certain high-risk industries](#) must electronically submit to OSHA some of the information from the Summary of Work-Related Injuries and Illnesses (OSHA Form 300A). These high-risk industries include Grain Elevators, Manufacturing Facilities and Nursing Homes

Establishments with fewer than 20 employees at all times during the year do not have to routinely submit information electronically to OSHA.

OSHA issues final rule to make employers, public better informed about workplace injuries, illnesses.

OSHA today issued a [final rule](#) to modernize injury data collection to better inform workers, employers, the public, and OSHA about workplace hazards. With this new rule, OSHA is applying the insights of behavioral economics to improve workplace safety and prevent injuries and illnesses.

Under the new rule, employers in high-hazard industries will send OSHA injury and illness data that the employers are already [required to collect](#), for posting on the agency's website.

The availability of these data will enable prospective employees to identify workplaces where their risk of injury is lowest; as a result, employers competing to hire the best workers will make injury prevention a higher priority. Access to these data will also enable employers to benchmark their safety and health performance against industry leaders, to improve their own safety programs.

Special Edition

Under the new rule, all establishments with 250 or more employees in industries covered by the recordkeeping regulation must electronically submit to OSHA injury and illness information from OSHA Forms 300, 300A, and 301. Establishments with 20-249 employees in [certain industries*](#) must electronically submit information from OSHA Form 300A only.

To ensure that the injury data on OSHA logs are accurate and complete, the final rule also promotes an employee's right to report injuries and illnesses without fear of retaliation, and clarifies that an employer must have a reasonable procedure for reporting

work-related injuries that does not discourage employees from reporting. This aspect of the rule targets employer programs and policies that, while nominally promoting safety, have the effect of discouraging workers from reporting injuries and, in turn leading to incomplete or inaccurate records of workplace hazards.

The new requirements take effect August 10, 2016, with phased in data submissions beginning in 2017. These requirements do not add to or change an employer's obligation to complete and retain injury and illness records under the [Recording and Reporting Occupational Injuries and Illnesses regulation](#).

Q & A

Q: When do I have to submit data electronically to OSHA?

A: The final rule takes effect Jan. 1, 2017, and reporting requirements will be phased in over two years, as follows:

Establishments with 250 or more employees must begin submitting information from Form 300A by July 1, 2017, and must submit information from all forms (300A, 300, and 301) by July 1, 2018. Beginning in 2019 and every year thereafter, the information must be submitted by March 2.

Establishments with 20-249 employees in [certain high-risk industries](#) must begin submitting information from Form 300A by July 1, 2017, and again by July 1, 2018. Beginning in 2019 and every year thereafter, the information must be submitted by March 2.

Q: How should an employer inform employees of their right to report work-related injuries and illnesses free from retaliation by their employer?

A: One way for employers to meet this requirement is by posting the [OSHA "It's The Law" worker rights poster](#) from April 2015 or later. Employers also must establish a reporting procedure that does not deter or discourage an employee from reporting work-related injuries and illnesses.

Looking for free safety tools?

Every seven minutes a worker is injured on the job.

The work you do is vitally important, and we know improving safety performance is not always easy. At the National Safety Council, we view safety as a Journey because there is always more that can be done.

We want to partner with you by providing free tools and resources through our *Journey to Safety Excellence* website. More than 4,000 of your peers have already joined and we hope you'll be next.

Once you register, you'll gain access to:

- Three safety measurement tools.

[NSC Safety System Assessment](#)

[NSC Employee Safety Perception Survey](#)

[NSC Incident Rate Calculator](#)

Clicking on the hyperlinks will help you understand each tool.

[Click here](#) for more Information.

OSHA Reduces Injuries and Saves Employers Money Talking Points

OSHA doesn't kill jobs; it helps prevent jobs from killing workers. Supported by decades of empirical evidence, this message has now been confirmed by a peer-reviewed study published in *Science*, one of the world's top scientific journals.

This new study shows that OSHA inspections save employers billions of dollars through reduced workers

compensation costs. The researchers from UC Berkeley and the Harvard Business School found that *workplace injury claims dropped 9.4%* at businesses in the four years after an inspection, compared with employers who were not inspected.

Those same **employers also saved an average of 26% on workers' compensation costs**, compared to similar

companies who were not inspected. These benefits were observed with both small and large employers. This means that the **average employer saved \$355,000** (in 2011 dollars) as a result of an OSHA inspection, and an estimated **six billion dollars nationwide**.

Hopefully, this put an end to the myth.

Are your eyewash stations contaminated?

In the event of an emergency, having a properly working eyewash station is crucial. And keeping your eyewash station clean and free of contaminants is part of that.

"Water found in improperly maintained eyewash stations is more likely to contain organisms (e.g., *acanthamoeba*,

pseudomonas, *legionella*) that thrive in stagnant or untreated water and are known to cause infections," OSHA states, adding that these organisms can come in contact with a worker's eyes or skin or be inhaled in the process of using an eyewash station. Workers who use contaminated eyewash stations may experience eye pain and redness, blurry

vision, and eye inflammation for several days after using the station, according to OSHA.

To help prevent infections, follow the eyewash manufacturer's instructions, which include how, and when to flush the systems and what solutions to use.

[Click](#) for more information.

KDOL – ISH Video Library

The Kansas Department of Labor offers training video rentals. This service is free and available to both public and private sectors within Kansas. In effort to maximize efficiency, the video rental policies have been slightly altered.

NOTICE: ISH VIDEO LIBRARY USERS

Thank you for choosing Industrial Safety & Health videos to enhance your work safety program. To maximize the efficiency and usefulness of our video program, there are a few guidelines we must follow:

1. There is a 2 DVD/VHS maximum per video loan.

2. Video librarian must be notified if videos are to be loaned for more than 14 days.
3. All videos must be sent to and received by our office via CERTIFIED mail, for tracking/liability purposes.
4. Please return the green return receipt cards attached to the video package when delivered.
5. Any party responsible for videos that are NOT returned will be charged a replacement fee (approximately \$300-\$650 per video).

Following these simple requirements ensure a smooth borrowing process and provides courtesy to other borrowers. Thank you for your consideration.

**ISH Video Librarian,
Jeana Payne,
(785) 296-4386 Ext.
2307**

Congratulations to PTMW for being the first SHARP Company in the Topeka area.



Division of Industrial Safety and Health

417 SW Jackson St
Topeka, KS, 66609

Phone: (620) 429-0008

Fax: (785) 296-1775

E-mail:

brian.welch@dol.ks.gov

Safety

shelly.briley@dol.ks.gov

SHARP Coordinator

(785) 224-5040

"Safety is not an object nor something you can measure! It's culture, a value."



Information provided by
OSHA QuickTakes

Meet Our Staff

This month's issue we would like to introduce two KDOL-ISH employees, Terri Sanchez, Director, and Allen Vinyard, Administrative Supervisor and 21(d) Safety consultant.

Terri has been the Director for The Division of Industrial Safety and Health since June 2011. She received her Bachelor of Science Degree from Kansas State University and her Master's Degree from Pittsburg State University. She had worked in the field of Safety and Health for over 25 years and is looking forward to retiring in early 2017.



Allen Vinyard is a Safety Consultant, with the Division Industrial Safety and Health, since June 2010. Allen is a graduate of the University of Central Missouri, with a Bachelor of Science in Safety Management. In his career, he has worked with the Kansas Department of Labor, Kansas Department of Transportation, and Hamm Construction. When he is not working, Allen likes to play golf (poorly), attend his kids activities, and go to Sporting KC & Chiefs games.



Upcoming Events

67th Annual Safety and Health Conference - at the Double Tree by Hilton Wichita Airport, in Wichita, KS October 18 - 21, 2016.

Register:
<http://www.dol.ks.gov/Safety/events.aspx>

To be put on the mailing list, contact: Dena Ackors - (785)296-4386 ext. 2305 or email: dena.ackors@dol.ks.gov

Work Comp date: Sept 27 - 28. Info at:
<https://www.dol.ks.gov/WorkComp/seminar.aspx>

Pittsburg State University is offering OSHA #7510 - Intro to OSHA for Small Business and OSHA #7845 - OSHA Recording Keeping Rule on August 19, 2016.

Contact Patricia to register: (785) 238-8550

Cost \$125 for each with a FREE Networking Lunch