

BROOKHAVEN NATIONAL LABORATORY

OSHA Recordkeeping

ESH Coordinators & Reps
Meeting

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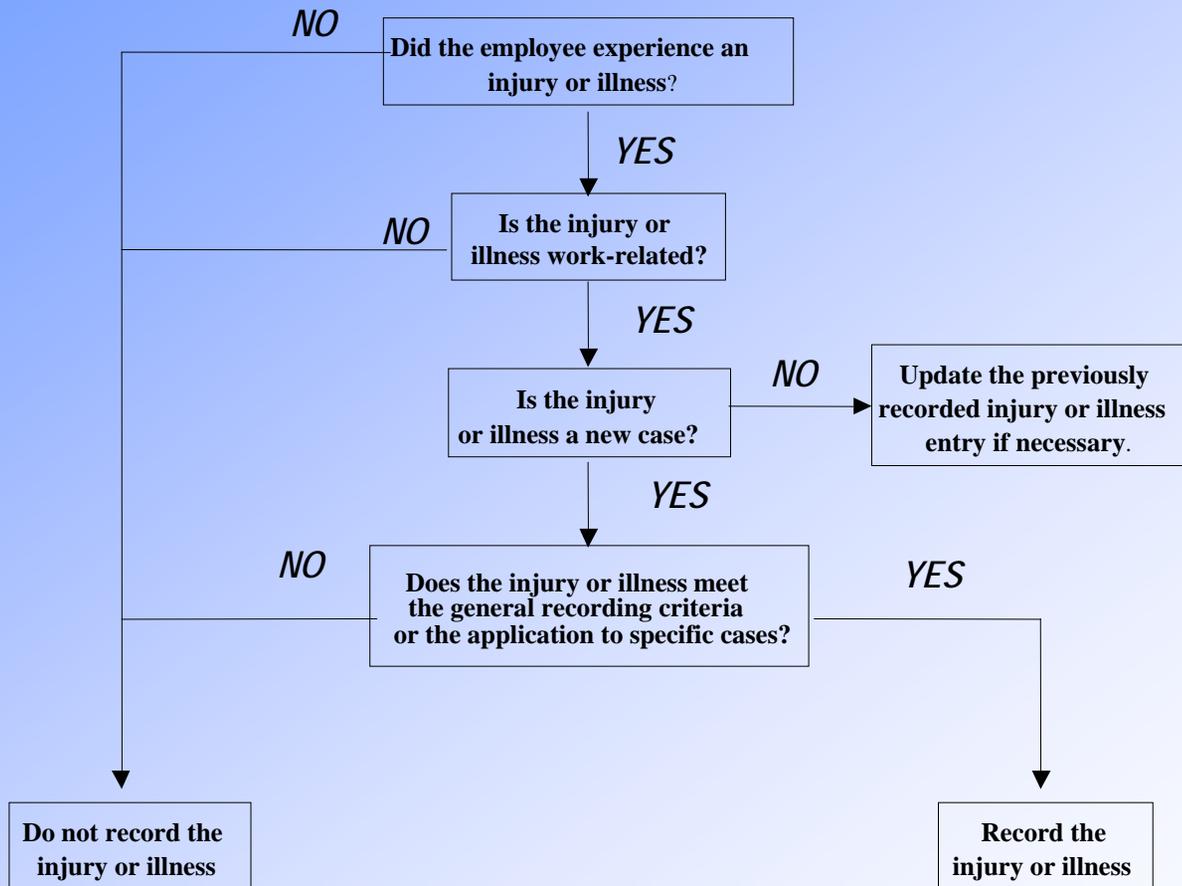
Safety and Health Services

Recording Criteria

- Eliminates different criteria for recording work-related injuries and work-related illnesses
- Former rule required employers to record all illnesses, regardless of severity

1904.4

Recording Criteria Decision Tree



Work-Relatedness



- Cases are work-related if:
 - An event or exposure in the work environment either caused or contributed to the resulting condition
 - An event or exposure in the work environment *significantly* aggravated a pre-existing injury or illness

1904.5

Work-Related Exceptions

- Adds additional exceptions to the definition of work relationship to limit recording of cases involving:
 - eating, drinking, or preparing food or drink for personal consumption
 - common colds and flu
 - voluntary participation in wellness or fitness programs
 - personal grooming or self-medication



1904.5(b)(2)

General Recording Criteria

- Requires records to include any work-related injury or illness resulting in one of the following:
 - Death
 - Days away from work
 - Restricted work or transfer to another job
 - Medical treatment beyond first aid
 - Loss of consciousness
 - Diagnosis of a significant injury/illness by a physician or other licensed health care professional

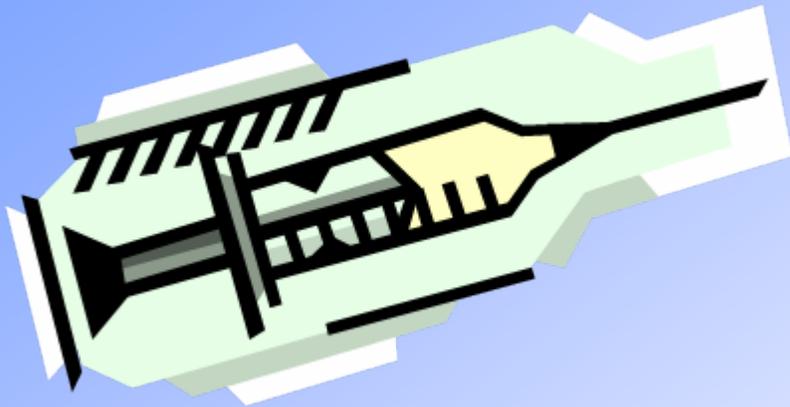
1904.7(a)

General Recording Criteria (continued)

- Includes new definitions of medical treatment and first aid to simplify recording decisions
- Clarifies the recording of “light duty” or restricted work cases

1904.7(b)(5)

Recording Needlesticks



- Requires employers to record all needlestick and sharps injuries involving contamination by another person's blood or other potentially infectious material

1904.8

Hearing Loss



- Requires employers to record 25 dB shifts in employees' hearing during 2002
- OSHA will reconsider the hearing loss criteria for 2003 and beyond

1904.10

Musculoskeletal Disorders

- Applies the same recording criteria to musculoskeletal disorders (MSDs) as to all other injuries and illnesses
- Employer retains flexibility to determine whether an event or exposure in the work environment caused or contributed to the MSD
- OSHA will use the one-year delay to develop definitions of ergonomic injury and MSD consistent with a comprehensive effort

1904.12

Tuberculosis & Medical Removal

- Includes separate provisions describing the recording criteria for cases involving the work-related transmission of tuberculosis
- Requires employers to record cases of medical removal under OSHA standards



1904.11 & 1904.9

Day Counts



- Eliminates the term “lost workdays” and focuses on days away or days restricted or transferred
- Includes new rules for counting that rely on calendar days instead of workdays

1904.7(b)(3)

Employee Involvement



- Requires employers to establish a procedure for employees to report injuries and illnesses and tell their employees how to report
- Employers are **prohibited** from discriminating against employees who do report
- Employee representatives will now have access to those parts of the OSHA 301 form relevant to workplace safety and health

1904.35 & 36

Brookhaven Science Associates
U.S. Department of Energy

Employee Privacy

- Prohibits employers from entering an individual's name on Form 300 for certain types of injuries/illnesses
- Provides employers the right not to describe the nature of sensitive injuries where the employee's identity would be known
- Gives employee representatives access only to the portion of Form 301 which contains no personal information
- Requires employers to remove employees' names before providing the data to persons not provided access rights under the rule

1904.29(b)