

## UPDATES TO OSHA'S REPORTING AND RECORDKEEPING RULES

The start of the year often brings new rules and regulations. This year, OSHA updated its recordkeeping rule with two significant changes effective January 1, 2015.

First, OSHA updated the list of industries exempt from the requirement to keep records of serious work-related injuries and illnesses as a routine. Employers with ten or fewer employees still remain exempt from the recordkeeping requirement regardless of their industry classification. In addition, many employers, depending on their industry classification, are now exempt from the routine recordkeeping requirement. They include:

- Other Motor Vehicle Dealers
- Radio and Television Broadcasting
- Accounting, Tax Preparation, Bookkeeping and Payroll Services
- Offices of Other Health Practitioners
- Electronics and Appliance Stores
- Wireless Telecommunications Carriers (except Satellite)
- Architectural, Engineering and Related Services
- Outpatient Care Centers
- Health and Personal Care Stores
- Telecommunications Resellers
- Specialized Design Services
- Medical and Diagnostic Laboratories
- Gasoline Stations
- Other Telecommunications
- Computer Systems Design and Related Services
- Child Day Care Services
- Clothing Stores
- Internet Service Providers and Web Search Portals
- Management, Scientific and Technical Consulting Services
- Agents and Managers for Artists, Athletes, Entertainers and Other Public Figures
- Show Stores
- Data Processing, Hosting and Related Services
- Scientific Research and Development Services
- Independent Artists, Writers and Performers
- Jewelry, Luggage, Leather Goods Stores
- Other Information Services
- Advertising and Related Services
- Rooming and Boarding Houses
- Sporting Goods, Hobby and Musical Instrument Stores
- Monetary Authorities - Central Bank
- Grantmaking and Giving Services
- Freight Transportation Arrangement
- Insurance and Employee Benefit Funds
- Technical and Trade Schools
- Social Advocacy Organizations
- Newspaper, Periodical, Book and Directory Publishers
- Other Investment Pools and Funds
- Other Schools and Instruction
- Civil and Social Organizations
- Software Publishers
- Management of Companies and Enterprises
- Full-Service Restaurants
- Book, Periodical and Music Stores

If you have any questions about the issues addressed here, or any other matters involving Labor and Employment issues, please feel free to contact:

Susan J. Baronoff

Michael Colgan Harrington

Lauren M. Hopwood

William J. Keenan, Jr.

Hugh F. Murray, III

Lissa J. Paris

Rachel Faye Smith

Barry J. Waters

Jennifer A. Corvo

Stella Szantova Giordano

Colleen O'Neill

Monica P. Snyder

Kristen L. Zaehring

- Depository Credit Intermediation
- Office Administrative Services
- Limited-Service Eating Places
- Florists
- Non-depository Credit Intermediation
- Business Support Services
- Drinking Places (Alcoholic Beverages)
- Office Supplies, Stationery and Gift Stores
- Activities Related to Credit Intermediation
- Travel Arrangement and Reservation Services
- Electronic and Precision Equipment Repair and Maintenance
- Non-scheduled Air Transportation
- Securities and Commodity Contracts Intermediation and Brokerage
- Investigation and Security Services
- Personal and Household Goods Repair and Maintenance
- Pipeline Transportation of Crude Oil
- Securities and Commodity Exchanges
- Elementary and Secondary Schools
- Personal Care Services
- Pipeline Transportation of Natural Gas
- Other Financial Investment Activities
- Junior Colleges
- Death Care Services
- Other Pipeline Transportation
- Insurance Carriers
- Colleges, Universities and Professional Schools
- Religious Organizations
- Scenic and Sightseeing Transportation, Other
- Agencies, Brokerages and Other Insurance Related Activities
- Business Schools and Computer and Management Training
- Offices of Real Estate Agents and Brokers
- Educational Support Services
- Business, Professional, Labor, Political and Similar Organizations
- Motion Picture and Video Industries
- Lessors of Non-financial Intangible Assets (except Copyrighted Works)
- Offices of Physicians
- Sound Recording Industries
- Legal Services
- Offices of Dentists

However, several industries previously exempt have been added to the list of employers that must maintain injury/illness records:

- Bakeries and tortilla manufacturing
- Automobile dealers
- Automotive parts, accessories and tire stores
- Building material and supplies dealers
- Specialty food stores
- Beer, wine and liquor stores
- Other miscellaneous store retailers
- Direct selling establishments
- Lessors of real estate
- Activities related to real estate
- Consumer goods rental
- Commercial and industrial machinery and equipment rental and leasing
- Other professional, scientific and technical services
- Facilities support services
- Services to buildings and dwellings
- Other support services
- Other ambulatory health care services
- Individual and family services
- Community food and housing and emergency and other relief services
- Performing arts companies
- Promoters of performing arts, sports and similar events
- Museums, historical sites and similar institutions
- Other amusement and recreation industries
- Special food services
- Other personal services

Second, OSHA expanded the circumstances when all covered employers must report to OSHA. The revised rule maintains the current requirement that all fatalities must be reported within eight (8) hours. It adds requirement that all inpatient hospitalizations, amputations and/or loss of an eye must be reported to OSHA within twenty-four (24) hours.

If you have any questions regarding OSHA's requirements, please contact Michael Harrington at (860) 240-6049 or [mharrington@murthalaw.com](mailto:mharrington@murthalaw.com).