

OSHA Recordkeeping

Part 2

"Electronic Reporting"

Rules for Calendar Year 2019

What does the final rule do?

- 1. Revises recording and reporting rules
- 2. Establishes updated guidance on retaliatory actions taken against an employee reporting a lost time injury
- 3. Establishes new rules related to Drug Testing programs
- 4. Establishes guidance for using incentive programs to reward safe behavior rather than penalize workers for reporting work-related injuries or illnesses



Final Rule Issued to Improve Tracking of Workplace Injuries and Illnesses



OSHA published a Final Rule to amend its recordkeeping regulation to remove the requirement to electronically submit to OSHA information from the OSHA Form 300 (Log of Work-Related Injuries and Illnesses) and OSHA Form 301 (Injury and Illness Incident Report) for establishments with 250 or more employees that are required to routinely keep injury and illness records. Covered establishments are only required to electronically submit information from the OSHA Form 300A (Summary of Work-Related Injuries and Illnesses). The requirement to keep and maintain OSHA Forms 300, 300A, and 301 for five years is not changed by this Final Rule.

https://www.osha.gov/recordkeeping/finalrule/index.html

About

Revised Reporting Requirements Revised Reporting Due Date Read the 1/25/2019 Revision to the Rule Read the 5/12/2016 Rule Employee Involvement (Employee's right to report injuries and illnesses free from retaliation) (1904.35)

Electronic Reporting Covered Industries

Frequently Asked Questions

Related Links

Recordkeeping Webpage Recordkeeping Forms Examples of Rate-Based Incentive Programs

Submitted to OSHA Regulatory Docket



Does the rule require employers to start keeping new records or change how they keep the records?



Who must submit information electronically to OSHA under the final rule?

The annual electronic reporting requirements apply to the following covered employers:

- Covered employers with 20 or more employees must electronically submit their OSHA Form 300A to OSHA on or before March 2nd, for the previous calendar year.
- If your establishment or business is either exempted from OSHA Recordkeeping or not a covered employer as noted above, then you must submit information to OSHA <u>only</u> when OSHA notifies you <u>in writing</u> to do so for an individual calendar year.
- Generally, employers with 10 or fewer employees for the entire year are exempted from OSHA recordkeeping unless they receive written notice from Federal OSHA or the BLS (Bureau of Labor Statistics) advising that they will be required to submit their OSHA Form 300A for a particular calendar year.

ON WORKERS' COMP

How should the data be submitted?

- **1. Data must be submitted electronically to an OSHA secure website**
- **2.** A submission on paper will not be accepted
- **3.** Employers without necessary equipment or an internet connection may submit from a public facility; ie: library.
- 4. OSHA will eventually provide a mobile device interface for submitting.



OSHA's Form 301 Injury and Illness **Incident Report**

This Injury and Illness Incident Report is one of the first forms you must fill out when a recordable work-related injury or illness has occurred. Together with the Log of Work-Related Injuries and Illnesses and the accompanying Summary, these forms help the employer and OSHA develop a picture of the extent and severity of work-related incidents.

Within 7 calendar days after you receive information that a recordable work-related injury or illness has occurred, you must fill out this form or an equivalent. Some state workers' compensation, insurance, or other reports may be acceptable substitutes. To be considered an equivalent form, any substitute must contain all the information asked for on this form.

According to Public Law 91-596 and 29 CFR 1904, OSHA's recordkeeping rule, you must keep this form on file for 5 years following the year to which it pertains.

If you need additional copies of this form, you may photocopy the printout or insert additional form pages in the PDF, and then use as many as you need.

	City State ZIP	 17) What object or substance directly harmed the employee? Examples: "concrete floor"; "chlor" "radial arm saw." If this question does not apply to the incident, leave it blank. 	rine";
Completed by	8) Was employee treated in an emergency room? O Yes O No		
Phone Date Month Day Year	9) Was employee hospitalized overnight as an in-patient? O Yes O No Save Input	18) If the employee died, when did death occur? Date of death Month Day Year Add a Form Page Reset]

Note: You can type input into this form and save it. Because the forms in this recordkeeping package are "fillable/writable" PDF documents, you can type into the input form fields and then save your inputs using the free Adobe PDF Reader. In addition. the forms are programmed to auto-calculate as appropriate.

Attention: This form contains information relating to employee health and must be used in a manner that protects the confidentiality of employees to the extent possible while the information is being used for occupational safety and health purposes.

U.S. Department of Labo Occupational Safety and Health Administration

	Information	about th	e case	•				rom app	roved OMB	no. 1218-01/
10) (Case number fr	om the <i>Log</i>			(Transfer	the case nu	mber from	the Log q	fter you reco	rd the case.)
11) 1	Date of injury o	r illness								
<i>,</i>		-	Month	Day Ye	ar					
12) 1	Time employee	egan work			0	АМ 🔘	PM			
3)]	Time of event			⊖ AM	ОРМ	O Chec	k if time	cannot l	be determi	ned
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Public reporting burden for this collection of information is estimated to average 22 minutes per response, including time for reviewing instructions, searching existing and maintaining the data needed, and completing and reviewing the collection of information. Persons are not required to respond to the collection of information unless it displays a current valid OMB control number. If you have any comments about this estimate or any other aspects of this data collection, including suggestions for reducing this burden, contact: US Department of Labor, OSHA Office of Statistical Analysis, Room N-3644, 200 Constitution Avenue, NW, Washington, DC 20210. Do not send the completed forms to this office.

Information about the employee



Information about the physician or other health care professional

6) Name of physician or other health care professional

7) If treatment was given away from the worksite, where was it given?

Facilit	y			
Street				
City		State	• `ZIP	
Wase	mployee treated in an emergency roor es	n ?		
0 N	o			
Was e	mployee hospitalized overnight as an i	in-patient	?	
O Y	es			
A 1			-	



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OSHA's Form 300 (Rev. 01/2004) Note: You can type input into this form and save it. Attention: This form contains information relating to Because the forms in this recordkeeping package are "fillable/writable" employee health and must be used in a manner that Log of Work-Related Year 2019 PDF documents, you can type into the input form fields and protects the confidentiality of employees to the extent then save your inputs using the free Adobe PDF Reader. In addition. possible while the information is being used for Injuries and Illnesses the forms are programmed to auto-calculate as appropriate. U.S. Department of Labor occupational safety and health purposes. Occupational Salety and Health Administration Form approved OMB no. 1218-0176 You must record information about every work-related death and about every work-related injury or illness that involves loss of consciousness, restricted work activity or job transfer, days away from work, or medical treatment beyond first aid. You must also record significant work-related injuries and illnesses that are diagnosed by a physician or Grocer's Warehouse licensed health care professional. You must also record work-related injuries and illnesses that meet any of the specific recording criteria listed in 29 CFR Part 1904.8 Establishment name through 1904.12. Feel free to use two lines for a single case if you need to. You must complete an Injury and Illness Incident Report (OSHA Form 301) or equivalent form for each injury or illness recorded on this form. If you're not sure whether a case is recordable, call your local OSHA office for help. Seattle State WA City Classify the case Identify the person Describe the case SELECT ONLY ONE box for each case Enter the number of (A) (C) (E) (B) (D) (F) based on the most serious outcome for Select the "Injury" column or choose one type of illness: days the injured or Case Job title Date of injury Where the event occurred Describe injury or illness, parts of body **Employee's name** that case: ill worker was: (e.g., Loading dock north end) affected, and object/substance that no. (e.g., Welder) or onset of directly injured or made person ill (e.g., (M) illness **Remained at Work** Second degree burns on right forearm from (e.g., 2/10) acetylene torch) On job transfer or Away Days away Job transfer Other recordfrom Death from work or restriction restriction able cases (G) (H) (1) (J) (K) (L) (1) (2) (3) (4) (5) John Doe Reset Maint 7 27 3 Kitchen Cut Hand installing eye wash davs month / day 8 ,15 Mary Smith BookKpg Reset 2 Corridor Slip, did not fall days days month / day **Bill Jones** Wrhsman 8 / 29 Freezer Reset 3 Trip, fall to floor, hit back 5 month / day Frank Payne 9,5 Reset 4 Mar. Office Slip off ladder, fell to floor, cracked wrist 6 days month / day 9 ,16 Jarrod Daniels 5 Elect. Reset Electrical Rm Broken Left foot, fell over box 7 _{days} 30 days month / day Sally Alexis Recept 6 Reset 10/5 10 _{days} Bathroom Cleaning, put hand into trash, stuck (Reset 0 davs days month / day Reset days month / day Reset month / day Reset days days month / day 13 48 Page totals 2 3 4 Public reporting burden for this collection of information is estimated to average 14 minutes per response, including time to review the All oth illness instructions, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these Add a Form Page Save Input estimates or any other aspects of this data collection, contact: US Department of Labor, OSHA Office of Statistical Analysis, Room Page 1 of 1 (1) (2) (3) (6) (4) (5) N-3644, 200 Constitution Avenue, NW, Washington, DC 20210. Do not send the completed forms to this office.

Summary of Work-Related Injuries and Illnesses

Note: You can type input into this form and save it. Because the forms in this recordkeeping package are "fillable/writable" PDF documents, you can type into the input form fields and then save your inputs using the free Adobe PDF Reader.



Occupational Safety and Health Administration Form approved OMB no. 1218-0176

All establishments covered by Part 1904 must complete this Summary page, even if no work-related injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete and accurate before completing this summary.

Using the Log, count the individual entries you made for each category. Then write the totals below, making sure you've added the entries from every page of the Log. If you had no cases, write "0."

Employees, former employees, and their representatives have the right to review the OSHA Form 300 in its entirety. They also have limited access to the OSHA Form 301 or its equivalent. See 29 CFR Part 1904.35, in OSHA's recordkeeping rule, for further details on the access provisions for these forms.

Number of Cas	ses		
Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
0	2	3	0
(G)	(H)	(1)	(J)
Number of Da	ys		
Total number of days away from work	To tra	otal number of days of job ansfer or restriction	
13		48	
(K)		(L)	
Injury and Illn	ess Types		
Total number of (M)			
(1) Injuries	4	(4) Poisonings	0
(2) Skin disorders	0	(5) Hearing loss	0
(3) Respiratory condit	ions O	(6) All other illnesses	1

Post this Summary page from February 1 to April 30 of the year following the year covered by the form.

Public reporting burden for this collection of information is estimated to average 50 minutes per response, including time to review the instructions, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any other aspects of this data collection, contact: US Department of Labor, OSHA Office of Statistical Analysis, Room N-3644, 200 Constitution Avenue, NW, Washington, DC 20210. Do not send the completed forms to this office.

Establishment info	ormation			
Your establishment name	Groc	er's \	Vareho	ouse
Street 1119 P	acific	Ave.	So.	
city Tacoma		State V	/A 🛛 zip9	8402
Industry description (e.g	., Manufacti	ire of moto	er truck trailers	;)
Warehous	e			
Standard Industrial Class	ification (SI	C), if knov	vn (e.g., 3715)	
OR	_			
North American Industr	ial Classifica	ation (NAI	CS), if known	(e.g., 336212)
4244	80			
Employment infor Worksheet on the next p	mation (Ij age to estim	'you don't : ate.)	have these figu	res, see the
Annual average number	of employed	es	28	_
Total hours worked by a	ll employee	s last year	61600)
Sign here				
Knowingly falsifying	this docu	nent may	result in a f	ïne.
I certify that I have ex my knowledge the ent	amined thi ries are tru	s docume e, accurat	nt and that to e, and comple	the best of ete.
Frank Pays	ne		IVIGr.	
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About 1,720,000 results (0.40 seconds)

OSHA Injury and Illness Recordkeeping and Reporting Requirements... Make sure the site you're https://www.osha.gov/recordkeeping/ OSHA Injury and Illness Recordkeeping and Reporting Requirements. On July 30, 2018 the Occupatio going to an 'OSHA' site. Safety and Health Administration (OSHA) issued a ... You've visited this page many times. Last visit: 10/26/18 **OSHA's Recordkeeping Rule** Training Presentations ... and Reporting Requirements | OSHA's Recordkeeping Rule | Who Recordkeeping Training ... Keeps Records. Click on and open the site for Injury & Illness Recordkeeping **Final Rule** Injury & Illness Recordkeeping Forms -Final Rule Issued to Improve Tracking OSHA Injury and Illness etc. 300, 300A, 301. NOTE ... of Workplace Injuries .. 29 cFr 1904 0 & A Search Videos · E-Trols · OSHA Laws & Use key words to search Q & As on Regulations; Regulations ... OSHA's injury and illness More results from osha.gov » Recordkeeping | Injury Tracking Application (ITA) - Electronic ... - OSHA https://www.osha.gov/injuryreporting/

Under the current **recordkeeping** rule, the initial deadline for electronic submission of information from **OSHA** Forms 300 and 301 by covered establishments with ... You've visited this page many times. Last visit: 10/21/18



OSHA Injury and Illness Recordkeeping and Reporting Requirements

On July 30, 2018 the Occupational Safety and Health Administration (OSHA) issued a Notice of Proposed Rulemaking (NPRM) to eliminate the requirement to electronically submit information from OSHA Form 300 (Log of Work-Related Injuries and Illnesses), and OSHA Form 301 (Injury and Illness Incident Report) for establishments with 250 or more employees that are currently required to maintain injury and illness records. These establishments would be required to electronically submit information only from OSHA Form 300A (Summary of Work-Related Injuries and Illnesses). In addition, OSHA is proposing to require covered employers to submit their Employer Identification Number (EIN) electronically along with their injury and illness data submission.

Recordkeeping Requirements

Many employers with more than 10 employees are required to keep a record of serious work-related injuries and illnesses. (Certain low-risk industries are exempted.) Minor injuries requiring first aid only do not need to be recorded.

- · How does OSHA define a recordable injury or illness?
- How does OSHA define first aid?

This information helps employers, workers and OSHA evaluate the safety of a workplace, understand industry hazards, and implement worker protections to reduce and eliminate hazards –preventing future workplace injuries and illnesses.

Maintaining and Posting Records

The records must be maintained at the worksite for at least five years. Each February through April, employers must post a summary of the injuries and illnesses recorded the previous year. Also, if requested, copies of the records must be provided to current and former employees, or their representatives.

- · Get recordkeeping forms 300, 300A, 301, and additional instructions.
- Read the full OSHA Recordkeeping regulation (29 CFR 1904)

Updated Electronic Submission of Records

The Injury Tracking Application (ITA) is accessible from the ITA launch page, where you can provide the Agency your 2017 OSHA Form 300A information. The date by which **certain** employers are required to submit to OSHA the information from their completed 2017 Form 300A is July 1, 2018.

· Learn about OSHA's rule on submitting injury and illness records electronically.

From a Federal OSHA Website: Locate the ITA page Reference

- Note the Injury Tracking Application
- <u>Read !</u>

A BETTER HANDLE ON WORKERS' COMP

Click on <u>hyperlink</u> to launch the ITA



ITA Job Aids: These instructions are available to support users through the submission process.

- Getting started in ITA
- Setting up an account
- Create an establishment
- Add 300A summary data
- Submit establishment d

Launch ITA - Injury Tracking Application



You are about to access a U.S. Government computer/information system. Access to this system is restricted to authorized users only. Unauthorized access, use, or modification of this computer system or of the data contained herein, or in transit to/from this system, may constitute a violation of <u>Title 18</u>, <u>United States Code</u>, <u>Section 1030</u> and other federal or state criminal and/vivil laws. These systems and equipment are subject to monitoring to ensure proper performance of applicable security features or procedures. Such monitoring may result in the acquisition, recording and analysis of all data being communicated, transmitted, processed or stored in this system by a user.

If monitoring reveals possible misuse or criminal activity, notice of such may be provided to supervisory personnel and law enforcement officials as evidence.

Anyone who accesses a Federal computer system without authorization or exceeds their access authority, and by any means of such conduct obtains, alters, damages, destroys, or discloses information, or prevents authorized use of information on the computer, may be subject to fine or imprisonment, or both.

Your use of this system indicates understanding that you are personally responsible for your use and any misuse of your access including your system account and password. Use further indicates understanding that by accessing a U.S. Government information system that you must comply with the prescribed policies and procedures. Lastly, your use shall serve as acknowledgement of receipt of, your understanding of your responsibilities, and your willingness to comply with the rules of behavior for this system.

Read and follow instructions – it can get confusing!

First: Log in OR Create an Account

If this is your initial entry into the system, you will need to <u>create your</u> <u>account.</u>

If you've already created an account, you'll need to log in each time you reenter the system. So remember your login information and password.



ITA – Creating an Account

UNITED STATES DEPARTMENT OF LABOR	f 🖌 🖸 🦻 🖂	Find it in OSHA Q	
Occupational Safety and Health Administ	ration		
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ury Tracking Application Login / Create Account		Injury Tracking Application	
Create Account		Login	
tep 1 of 3: Account Details			
Required Fields			
Oscar			Again, <u>Read</u> and follow instructions –
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impany Name*			
Grocer's Warehouse			with requested information.
and brief and raine to the second of and you many ter			
Recordkeeper	1		Check the reCAPTCHA 'I'm not a
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nail Address*			robol box at the bottom of the page.
oroberts@gmail.com			
nfirm Email Address*			Click on <mark>Continue</mark>
oroberts@gmail.com			
888-555-1212			
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oroberts			
I'm not a robot.			
Im not a robot A BETTER HANDLE ON WORKERS' COMP		arce: Continue	

Create your Account



Step 2 of 3: Terms and Conditions

Important Notice to Injury Tracking Application Users

Thank you for visiting this Department of Labor (DOL) Web site application. You are accessing a U.S. Government information system that is owned and operated by the Department of Labor. DOL is strongly committed to maintaining the privacy of personal information you provide and the security of information on DOL computer systems. DOL uses contractors to perform various website and database functions and makes sure that such arrangements ensure the security, confidentiality and integrity of any personal information.

As a general rule, DOL does not collect personally-identifying information unless you choose to provide such information to us. With respect to the collection, use and disclosure of personal information, DOL makes every effort to ensure compliance with applicable federal law, including, but not limited to, <u>The Privacy Act of 1974</u>, <u>The Paperwork Reduction Act of 1995</u>, and <u>The Freedom of Information Act</u>. We may disclose to you and others the information you provide us if authorized by you or as authorized or required by Federal law.

Please be aware that fraud and related activity in connection with computers is prohibited by Title 18, U.S. Code Section 1030. Furthermore, this law states that intentionally accessing a computer without authorization or exceeding authorized access and thereby obtaining information from environ department or agency of the United States is prohibited and subject to civil and criminal penalties, including (but not limited to), purcharment by fine and/or imprisonment. DOL may provide law enforcement with any potential evidence of a crime found on aforementioned systems in order for them to investigate such offenses.

In addition, it is unlawful to make any materially false, fictitious, or fraudulent statement to an agency of the United States. Violations can be punished by a fine or by imprisonment of not more than five years, or by both, Sec. 101(a); 29 U.S.C. 666(g). Uses of this application also should keep in mind that it is unlawful to make any false statement, representation filed or required to be maintained pursuant to the OSH Act. Violations can be punished under <u>Section 17(g)</u> of the OSH Act or by a fine of not more than \$10,000, or by imprisonment of not more than 6 months, or by both.

✓ I acknowledge that I have read and accept the Terms of Use Agreement

As before, make sure you read and acknowledge what you've read. Put a check in the acknowledgement box.

Click on Continue

Previous Step



ancel Cont

▲ OSHA ITA Maintenance We will be going through a scheduled maintenance on August 10th, from 7pm - 10pm EST. Please stay tuned

Injury Tracking Application Login / Create Account

Create Account

Step 3 of 3: Confirm Account Creation

Thank you for registering.

In order to complete your registration, please click the confirmation link in the email that we have sent you. If you don't receive the email within a few minutes, please check the junk/spam folder of your email account.

If you don't receive an email at all, please contact us using the Help Request Form

FAQ | If you have questions, please complete the Help Request Form

Injury Tracking Application

Login

lasttest1,

Thank you for registering at Occupational Safety and Health Administration. You may now log in by clicking this link or copying and pasting it into your browser:

http://test.osha.gov/user/reset/724/1507036504/xToHc_4pHeNxOL7RBkE3wjNsScpUaiSOeoweyuu5-20

This link can only be used once to log in and will lead you to a page where you can set your password.

After setting your password, you will be able to log in at http://test.osha.gov/user in the future using:

username: lasttest1 password: Your password

-- Occupational Safety and Health Administration team



The ITA program will send you a <u>Confirmation Link</u> after you've hit the 'Continue' button from the previous page.

As usual, make sure you carefully read the information you receive back from OSHA. You will be directed to click on the <u>Confirmation Link</u> to complete the account creation.

The supplied password is a one-time use password to get you into the system and can only be used one time.

Launch ITA - Injury Tracking Application



Read and follow instructions – Again, it can get confusing!

Log in using the username and password you've created for yourself. Make sure you store that information where you can retrieve it in the future.

Click on the "Log In" button

systems and equipment are subject to monitoring to ensure proper performance of applicable security features or procedures. Such monitoring may result in the acquisition, recording and analysis of all data being communicated, transmitted, processed or stored in this system by a user.

If monitoring reveals possible misuse or criminal activity, notice of such may be provided to supervisory personnel and law enforcement officials as evidence.

Anyone who accesses a Federal computer system without authorization or exceeds their access authority, and by any means of such conduct obtains, alters, damages, destroys, or discloses information, or prevents authorized use of information on the computer, may be subject to fine or imprisonment, or both.

Your use of this system indicates understanding that you are personally responsible for your use and any misuse of your access including your system account and password. Use further indicates understanding that by accessing a U.S. Government information system that you must comply with the prescribed policies and procedures. Lastly, your use shall serve as acknowledgement of receipt of, your understanding of your responsibilities, and your willingness to comply with the rules of behavior for this system.



Creating your Establishment (Account)





A BETTER HANDLE

Review your Establishment





Cancel Save

OSHA Form 300A Summary



Occupational Safety and Health Administration ABOUT OBHA - WORKERS - EMPLOYERS - REGULATIONS - ENFORCEMENT - TOPICS - NEWS & PUBLICATIONS - DATA - TRAI Establishment Lig / View Establishment View Establishment Import Tracking User Core / Lig View Establishment Import Tracking User Core / Lig View Establishment Import Tracking Import Tracki	Application
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Annual average number of employees: 28 Total hours worked by all employees last years 61500 Number Of Cases	iummary
Number Of Cases	300A Data
	2
TOTAL NUMBER OF:	
Deaths (G) Cases with days away from work (H) Cases with job transfer or restriction Other recordable	ases (J)
0 2 3 0	
Number Of Days	
TOTAL NUMBER OF	
Days away from work (K) Days of job transfer or restriction (L)	
13 18	
Injury And Illness Types	
TOTAL NUMBER OP:	
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4 D	
Skin disorders (M2) Hearing loss (M5)	
0	
Respiratory conditions (M3) All other illnesses (M6)	
0) L ²	
Illness & Injury Rates	

Days Away Restrictions and Transfers (DART): 16.20

Submit your 300A data -

Last chance to review and edit your information and data!

When you are satisfied that you've given it your best effort, submit your 300A data by clicking on the link.

References

Injury Tracking Application (ITA) Job Aides:

• <u>https://www.osha.gov/injuryreporting/</u>

The ITA job Aides include information and assistance for completing the following:

- Getting Started in ITA
- Setting up an Account
- Creating an Establishment
- Add 300A Summary Data
- Submitting your Establishment Data

In addition, there is information within this linked page to assist with completing documents from several locations within the same corporate structure



ERNwest

ERNwest – **Safety / Loss Control**



Mike Octave CSP. MS **Director of Loss Control** Phone: (253) 237-0812

moctave@ernwest.com

ERNwest can help you control losses and improve workplace safety with an effective program that fits your specific business and industry.

SAFETY & LOSS CONTROL

Implementing Safety & Loss Control doesn't just improve the workplace for your employees; it also improves your bottom line: employers who integrate and implement effective safety and health management programs are more likely to significantly reduce workplace injuries, workers' compensation costs, and lost

all companies can specifically implement into their business plan to help drive their

benefit from programs such as Retrospective Rating.

safety performance and reduce workers' compensation costs.

» CONTACT US

Supervising for Safety

For workshops held on August 20th and 22nd, please go to our training page to find out more and sign up. Already signed up? Download the training materials before attending.

Supervising For Safety

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THANKYOU!





