It’s That Time of Year Again for OSHA Workplace Injury Reporting

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As we move forward into 2024, this is a friendly reminder that many employers with more than 10 employees are required to keep a record of and report serious work-related injuries and illnesses. While certain low-risk industries are exempted from this reporting requirement, many employers are not exempt and must timely report.

OSHA collects work-related injury and illness data through its Injury Tracking Application (“ITA”). Employers that meet the reporting criteria must electronically submit injury and illness data on OSHA Forms 300A, 300, and 301, as applicable, once per year. In addition to the annual reporting requirements, the records must be maintained at the worksite for at least five years. Further, annually from February 1 through April 30, employers are required to post a summary of the injuries and illnesses recorded the prior year, even if there are no injuries to report. Copies of such records must be provided to current and former employees or their representatives upon request.

ITA submissions begin January 2, 2024, and must be submitted no later than March 2, 2024.

We Can Help

Issues related to who and what must be reported can often be confusing, but we can help. Contact Larry L. Cash, Scott Simmons or any member of Miller & Martin’s Labor and Employment group for assistance with your OSHA-related questions and concerns.