

Editor's Note: Safety Group Program Monthly Newsletter Article — Jan. 2022
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A Handy Guide to 2022 OSHA Deadlines and Resources

It's the start of a new year, which is always a great time to get organized. As 2022 begins, it's an opportunity to refresh yourself on Occupational Safety and Health Administration (OSHA) recordkeeping guidelines and see what's new. Use this rundown of resources and information for reference all year long.

Who must keep records for OSHA?

Lots of employers with more than 10 employees must maintain employee injury and illness records, including many Pinnacol customers. To determine if you are required to keep records, you can visit [OSHA's Recordkeeping Rule](#) page or [contact a Pinnacol safety consultant](#) to discuss the requirement.

OSHA [maintains recordkeeping resources](#) with information related to:

- Recordkeeping requirements.
- Maintaining and posting records.
- Electronic submission of records.
- Severe injury reporting.

Vaccination and testing requirements

Right now, the most critical update for some businesses is related to OSHA's COVID-19 [Vaccination and Testing Emergency Temporary Standard](#) (ETS), which includes a "vaccination or testing" mandate for employers with 100 or more employees that recently went into effect.

"Covered employers must develop, implement, and enforce a mandatory COVID-19 vaccination policy, with an exception for employers that instead adopt a policy requiring employees to either get vaccinated or elect to undergo regular COVID-19 testing and wear a face covering at work in lieu of vaccination," states the standard.

OSHA began implementing the policy after [a temporary stay](#) was lifted [in December](#), though the legal challenge is not over. The decision has been appealed to the Supreme Court. OSHA has said it "will not issue citations for noncompliance with any requirements of the ETS before January 10 and will not issue citations for noncompliance with the standard's testing requirements before February 9, so long as an employer is exercising reasonable, good faith efforts to come into compliance with the standard."

Recording COVID-19 infections

Per [OSHA guidance](#), a COVID-19 case is recordable if:

- It is a [confirmed COVID-19 case](#).
- It is work-related, meaning an event or exposure in the work environment either caused or contributed to the condition.
- The case involves one or more of the general recording criteria outlined in 29 CFR 1904.7 (e.g., medical treatment beyond first aid, days away from work).

The vaccination ETS changes employers' reporting requirements for hospitalizations or deaths resulting from workplace COVID-19 exposures; employers must report any such occurrence no matter what the time frame is.

Compliance dates for recordkeeping

Grab your calendar and jot down these two critical upcoming compliance dates for OSHA recordkeeping:

- **Feb. 1:** Deadline for posting the 300A summary.
- **March 2:** Deadline for electronic reporting, [if required](#).

Watch an OSHA recordkeeping training video

Feel uncertain about guidelines? Need insights on seemingly complicated compliance requirements? Pinnacol recently hosted a webinar with an OSHA representative covering basic recordkeeping and reporting of occupational injuries and illnesses. You can [watch the replay](#), which includes step-by-step instructions. The video is about half an hour, and you can navigate to different topics by using the timestamps.

Use Pinnacol's OSHA recordkeeping app

[Our recordkeeping app](#) imports your information so you can easily and securely transfer data into OSHA forms, whether you report your claim online or over the phone. You can also find additional information about OSHA's requirements, logs and how to keep secure, accurate OSHA records.

Attend Pinnacol's OSHA recordkeeping app training

Pinnacol will hold a free training session on Jan. 19 to help you learn how to use the app. You must [register in advance](#). It will cover topics including:

- Update and add OSHA 301 records.
- Finalize your 300 log reports.
- Complete your 300a summary.

Additional OSHA recordkeeping training

Pinnacol customers receive access to free risk-management training from J.J. Keller, including several OSHA recordkeeping courses. You can email safetyoncall@pinnacol.com for more information or to set up your account access.

If you have any questions about using Pinnacol's OSHA recordkeeping app or about reporting and recording during the pandemic, we can assist you. [Contact a Pinnacol safety consultant](#) to discuss your questions.

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