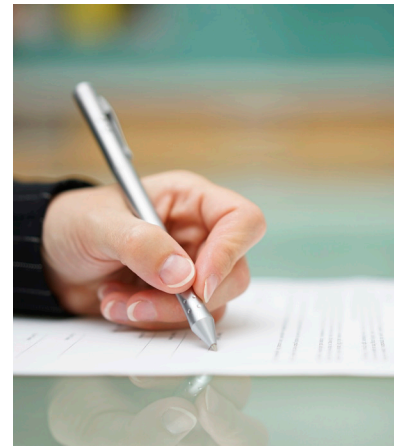


Avoiding UOSH Fines: Know the Serious Injury & Illness Reporting Rules



Most work-related injuries must be reported to Utah Occupational Safety & Health (UOSH) within seven days of occurrence. However, under certain circumstances, a serious injury or illness must be reported within eight hours.

WHY MUST A SERIOUS INJURY OR ILLNESS BE REPORTED WITHIN EIGHT HOURS?

Reporting a serious injury or illness within eight hours of occurrence allows enough time for UOSH to assess the accident site to determine the cause(s) of the accident. To make a proper assessment, it is required that you do not alter the accident scene, move or destroy tools, equipment or materials, or make any other changes which relate to the accident without first obtaining approval from UOSH. However, this does not apply when emergency responders have altered the scene for rescue purposes, or immediate action is required to make an imminent hazard safe.

WHO REPORTS THE INJURY IF THE WORKER IS EMPLOYED BY A TEMPORARY EMPLOYMENT AGENCY, EMPLOYEE LEASING COMPANY, OR OTHER SIMILAR ARRANGEMENT?

The host or controlling employer must report the injury or illness to UOSH unless the temp agency or leasing company provides direct, onsite supervision, in which case the temp agency or leasing company must report the injury. Additionally, the host or controlling employer must post the injury on its OSHA 300 Log even if the temp agency or employee leasing company is paying for the employee's workers compensation insurance.

WHO IS A HOST EMPLOYER? WHO IS A CONTROLLING EMPLOYER?

An employer who uses a temp agency or employee-leasing arrangement is considered a host employer. An employer who has authority over a multi-employer worksite, such as a construction project, is considered a controlling employer.

WHAT ARE THE POTENTIAL CONSEQUENCES OF NOT REPORTING WITHIN EIGHT HOURS?

UOSH can issue a citation and a \$500 penalty for not reporting within the required time frame. UOSH can also cite and fine an employer \$500 for altering the accident site, moving equipment or tools, etc., without its approval.

RESOURCES

To report a serious or disabling injury or illness to UOSH, call 801.530.6901 or 800.530.5090 (in Utah only). For additional compliance information, including posters, visit UOSH's website at <http://laborcommission.utah.gov>.

What types of injuries and illnesses need to be reported to UOSH within eight hours of occurrence? According to UOSH, the following serious injuries and illnesses must be reported within the eight-hour window.

- Fatalities (including heart attacks)
- Admittance to the hospital
- Amputations past the first digit on hand or foot
- Heat, chemical or electrical burns which result in temporary or permanent impairment to the body
- Electrical shocks
- Major bone fractures
- Any loss of consciousness in the workplace
- Permanent or temporary impairment where part of the body is made functionally useless
- Deep cuts
- Sight impairment
- Any injury or illness that may shorten the worker's life or significantly alter a normal physical or mental ability (either temporarily or permanently), such as visual or hearing impairment