REPORTING WORKPLACE-RELATED INJURY AND ILLNESS

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Everyone pays a price when injuries and illnesses go unreported: Employers, unions and OSHA don’t have an accurate picture of the impact of hazardous exposures on workers, workers continue to be at risk of injury and illness associated with hazards that go unaddressed, and workers may harbor a false sense of security. Help your employer identify potentially dangerous conditions in the workplace. Report it!

### Fix It!

**SOLUTION-DRIVEN UNIONISM:**

**How can the union use this information?**

Reviewing these records can help unions and employers track incidents and identify hazards that need to be addressed to prevent work-related injury and illness.

- Workers and their union have the right to review and have copies of the current log of work-related injuries and illnesses, as well as the logs from the past five years.
- They also have the right to view and have a copy of the annually posted summary of injuries and illnesses.

Analyzing this data is a widely recognized and speedy method for discovering workplace safety and health hazards, and for tracking progress in correcting identified problems. While workers are protected from retaliation under OSHA, you can always ask your union representative to get this information for you.

### Should You Report It?

Many work-related injuries and illnesses are recordable, but others are not. Review the following scenarios and determine if the worker should report the injury or illness, and if the employer should record it on the OSHA 300 log.

**ERIC:** Eric moves 10- to 40-pound boxes in a warehouse. He hurt his shoulder lifting a box and sees a doctor. The doctor tells him he can’t lift anything heavier than 15 pounds for one week. Should Eric report the incident to his supervisor? Should the employer record it?

**RYAN:** Ryan is part of a custodial crew. He lost consciousness while preparing a mop bucket with a new product his employer recently switched to. Ryan came to less than a minute after he passed out. Should Ryan report the incident to his supervisor? Should the employer record it?

**JESS:** Jess is a teacher. She slipped in a puddle in the hall and hurt her knee. She was embarrassed and quickly limped back to her classroom and iced her knee. Should Jess report the incident to her supervisor? Should the employer record it?

**SHARON:** Sharon is a nurse. She attempts to move a patient when she strains her back. She continues to work and hurt her knee. She was embarrassed and quickly limped back to her classroom and iced her knee. Should Sharon report the incident to her supervisor? Should the employer record it?

*Answers on reverse side.*