What’s inside ...

In this guide, you will find important information needed to complete the OSHA Form 300, and OSHA Form 300A. Information on other required reportable events is also included.

- **Overview: Recording work-related injuries and illnesses** — General instructions for filling out the forms in this guide and definitions of terms you should use when you classify your cases as injuries or illnesses.

- **How to fill out the OSHA 300 Log** — An example to guide you in properly filling it out.

- **OSHA 300 Log of Work-Related Injuries and Illnesses** — One page of the log; make copies of the log if you need more. We also have fillable forms online: osha.oregon.gov/standards/recordkeeping.html. Notice that the log is separate from the summary.

- **OSHA 300A Summary of Work-Related Injuries and Illnesses** — A removable summary page for easy posting at the end of the year. Note that you post the summary only, not the log.

- **Worksheet to help you fill out the summary** — A worksheet for figuring the average number of employees who worked for your establishment and the total number of hours worked.

- **Other reportable requirements to Oregon OSHA** — Employers must report certain work-related fatalities, injuries, and illnesses to Oregon OSHA within a certain time period, depending on the event.

OSHA Forms for Recording Work-Related Injuries and Illnesses

Take a few minutes to review this guide. If you have questions, visit us online at osha.oregon.gov or call a local Oregon OSHA field office. We will be happy to help you.
The Log of Work-Related Injuries and Illnesses (OSHA 300 Log) is used to classify work-related injuries and illnesses and to note the extent and severity of each case. When an incident occurs, use the OSHA 300 Log to record specific details about what happened and how it happened. The summary — a separate form (OSHA Form 300A) — shows the totals for the year in each category. At the end of the year, post the summary or an equivalent form in a visible location so your employees are aware of the injuries and illnesses occurring in their workplace. (Posting required from Feb. 1 to April 30.)

Employers must keep a log for each establishment or site. If you have more than one establishment, you must keep a separate OSHA 300 Log and Summary for each physical location, expected to be in operation for one year or longer.

Note: Your employees have the right to review your injury-and-illness records. For more information, read OAR 437-001-0700(21), Employee Involvement.

Cases listed on the OSHA 300 Log are not necessarily eligible for workers' compensation or other insurance benefits. Listing a case on the log does not mean the employer or worker was at fault or an OSHA standard was violated.

### When is an injury or illness work-related?

An injury or illness is work-related if an event or exposure in the work environment caused or contributed to the condition or significantly aggravated a pre-existing condition. Work-relatedness is presumed for injuries and illnesses resulting from events or exposures occurring in the workplace, unless an exception specifically applies. See OAR 437-001-0700(6) for the exceptions. The work environment includes the establishment and other locations where one or more employees are working or are present as a condition of their employment.

### Which work-related injuries and illnesses should you record?

Record work-related injuries and illnesses resulting in one the following:

- Death
- Loss of consciousness
- Days away from work
- Restricted work activity or job transfer
- Medical treatment beyond first aid

Record any significant work-related injury or illness that is diagnosed by a physician or other licensed health-care professional. You must record any work-related case involving cancer, chronic irreversible disease, a fractured or cracked bone, or a punctured eardrum. See OAR 437-001-0700(8).

You must also record the following conditions when they are work-related:

- Any needlestick injury or cut from a sharp object that is contaminated with another person's blood or other potentially infectious material
- Any case requiring an employee to be medically removed under the requirements of an OSHA health standard
- Any standard threshold shift (STS) in hearing (i.e., cases involving an average hearing loss of 10 dB or more in either ear and hearing is 25 dB above and audiometric zero in the same ear)
- Tuberculosis infection as evidenced by a positive skin test or diagnosis by a physician or other licensed health-care professional after exposure to a known case of active tuberculosis

### What do you need to do?

1. Within seven calendar days after you receive information about a case, decide if the case is recordable under the OSHA recordkeeping requirements.
2. Determine whether the incident is a new case or a recurrence of an existing one.
3. Establish whether the case was work-related.
4. If the case is recordable, fill out the Report of Job Injury or Illness (Form 801).

### How do you use the OSHA 300 Log?

1. Record the employee involved, unless it is a privacy-concern case as described on the next page.
2. Record when and where the case occurred.
3. Describe the case as specifically as you can.
4. Classify the case as specifically as you can.
5. Identify whether the case is an injury or illness. If the case is an injury, check the injury category. If the case is an illness, check the appropriate illness category.
What is medical treatment?
Medical treatment includes managing and caring for a patient for the purpose of combating disease or disorder. The following are not considered medical treatments and are not recordable:

- Visits to a doctor or health-care professional solely for observation or counseling
- Diagnostic procedures, including administering prescription medications that are used solely for diagnostic purposes
- Any procedure that can be labeled first aid [See next section for more information about first aid, also see OAR437-001-0700(8) Table 6]

What is first aid?
If the incident required only the following types of treatment, consider it first aid.

Do not record the following:

- Using nonprescription medications at nonprescription strength
- Administering tetanus immunizations
- Cleaning, flushing, or soaking wounds on the skin surface
- Using wound coverings, such as bandages, adhesive strips, gauze pads, and butterfly bandages
- Using hot or cold therapy
- Using any nonrigid means of support, such as elastic bandages, wraps, and nonrigid back belts
- Using temporary immobilization devices while transporting an accident victim (splints, slings, neck collars, or back boards)
- Drilling a fingernail or toenail to relieve pressure or draining fluids from blisters
- Using eye patches
- Using simple irrigation or a cotton swab to remove foreign bodies not embedded in or adhered to the eye
- Using irrigation, tweezers, cotton swabs, or other simple means to remove splinters or foreign material from areas other than the eye
- Using finger guards
- Using massages
- Drinking fluids to relieve heat stress

How do you decide if the case involved restricted work?
Restricted work activity occurs when, as the result of a work-related injury or illness, an employer or health-care professional keeps, or recommends keeping, employees from doing the routine functions of their jobs or from working the full workday they would have been scheduled to work before the injury or illness occurred.

How do you count the number of days of restricted work activity or the number of days away from work?
Count the number of calendar days the employee was on restricted work activity or was away from work as a result of the recordable injury or illness. Do not count the day on which the injury or illness occurred in this number.

Begin counting days from the day after the incident occurred. If a single injury or illness involved days away from work and days of restricted work activity, enter the total number of days for each. You may stop counting days of restricted work activity or days away from work once the total of either or their combination reaches 180 days.

Under what circumstances should you not enter the employee’s name on the OSHA 300 Log?
The following types of injuries or illnesses are considered privacy cases. Do not enter the employee’s name on the OSHA 300 Log:

- An injury or illness resulting from a sexual assault.
- A mental illness.
- A case of HIV infection, hepatitis, or tuberculosis.
- A needlestick injury or cut from a sharp object that is contaminated with blood or other potentially infectious material [See OAR-437-001-0700(9)].
- Other illnesses, if the employee independently and voluntarily requests that his or her name not be entered on the log.
- Musculoskeletal disorders (MSDs) are not considered privacy cases.

Enter “privacy case” in the space normally used for the employee’s name. You must keep a separate, confidential list of the case numbers and employee names for the establishment’s privacy cases so you can update the cases and provide information to Oregon OSHA if asked to do so.

If you have a reasonable basis to believe that information describing the privacy-concern case may be personally identifiable even though the employee’s name has been omitted, you may use discretion in describing the injury or illness on both the OSHA 300 Log and the DCBS 801 supplemental form. You must enter enough information to identify
the cause of the incident and the
general severity of the injury or illness,
but you do not need to include details
of an intimate or private nature.

What if the outcome
changes after you record
the case?
If the outcome or extent of the
injury or illness changes after you
have recorded the case, draw a line
through, delete, or use correction
tape over the original entry. Then,
write the new entry where it belongs.
Remember, you need to record the
most serious outcome for each case.

Classifying injuries
An injury is any wound or damage to
the body resulting from an event in
the work environment.
Examples: Cut; puncture; laceration;
abrasion; fracture; bruise; contusion;
chipped tooth; amputation; insect
bite; electrocution; or a thermal,
chemical, electrical, or radiation burn.
Sprain and strain injuries to muscles,
joints, and connective tissues are
classified as injuries when they result
from a slip, trip, fall, or other similar
accidents.

Classifying illnesses
Skin diseases or disorders
Skin diseases or disorders are illnesses
involving the worker's skin caused by
work exposure to chemicals, plants, or
other substances.
Examples: Contact dermatitis,
eczema, or rash caused by primary
irritants, and sensitizers or poisonous
plants; oil acne; and friction blisters,
chronic ulcers, or inflammation of the
skin.

Respiratory conditions
Respiratory conditions are illnesses
associated with breathing hazardous
biological agents, chemicals, dust,
gases, vapors, or fumes at work.
Examples: Silicosis; asbestosis;
pneumonitis; pharyngitis; rhinitis;
acute congestion; farmer's lung;
beryllium disease; tuberculosis;
occupational asthma; reactive airways
dysfunction syndrome (RADS);
chronic obstructive pulmonary
disease (COPD); hypersensitivity
pneumonitis; toxic inhalation injury,
such as metal fume fever; chronic
obstructive bronchitis; and other
pneumoconiosis.

Poisoning
Poisoning includes disorders
evidenced by abnormal
concentrations of toxic substances in
blood, other tissues or bodily fluids,
or the breath that are caused by
the ingestion or absorption of toxic
substances into the body.
Examples: Poisoning by lead,
mercury, cadmium, arsenic, or other
metals; poisoning by carbon
monoxide, hydrogen sulfide, or other
gases; poisoning by benzene, benzo,
carbon tetrachloride, or other organic
solvents; poisoning by insecticide
sprays, such as parathion or lead
arsenate; and poisoning by other
chemicals, such as formaldehyde.

Hearing loss
Noise-induced hearing loss is
defined for recordkeeping purposes
as a change in hearing threshold
relative to the baseline audiogram
of an average of 10 decibels or more
in either ear at 2,000, 3,000, and
4,000 hertz, and the employee's
total hearing level is 25 decibels or
more above audiometric zero (also
averaged at 2,000, 3,000, and 4,000
hertz) in the same ear.

All other illnesses
All other occupational illnesses.
Examples: Heatstroke, sunstroke,
heat exhaustion, heat stress, and
other effects of environmental heat;
freezing, frostbite, and other effects
of exposure to low temperatures;
decompression sickness; effects of
ionizing radiation (isotopes, X-rays,
radium); effects of nonionizing
radiation (welding flash, ultraviolet
rays, lasers); anthrax; bloodborne
pathogenic diseases such as AIDS, HIV,
hepatitis B, or hepatitis C; brucellosis;
malignant or benign tumors;
histoplasmosis; coccidioidomycosis;
and musculoskeletal disorders (MSDs).

When must you post the
summary?
You must post the (OSHA Form 300A)
summary only — not the 300 Log —
by Feb. 1 of the year following the
year covered by the form and keep it
posted until April 30 of that year.

How long must you keep the
log and summary on file?
You must keep the OSHA Form 300
Log and OSHA Form 300A Summary
for five years following the year to
which they pertain.

Do you have to send these
forms to Oregon OSHA at
the end of the year?
Certain employers must submit
their OSHA 300A Summary forms
to OSHA through the Injury
Tracking Application at osha.gov/
injuryreporting/index.html. See
osha.oregon.gov/Pages/topics/
recordkeeping-and-reporting.aspx
for more information. Otherwise,
you are only required to submit
the completed forms when you are
specifically asked to do so.
What is an incidence rate?

An incidence rate is the number of recordable injuries and illnesses occurring among a given number of full-time workers (usually 100 full-time workers) over a given period of time (usually one year). To evaluate your firm’s injury-and-illness experience over time or to compare your firm’s experience with that of your industry as a whole, you need to compute your incidence rate. Incidence rates can help you identify problems in your workplace or progress made toward preventing work-related injuries and illnesses. This is also the information used by Oregon OSHA to calculate potential penalty reductions.

How do I calculate an incidence rate?

You can quickly and easily compute an occupational-injury-and-illness incidence rate for all recordable cases or for cases that involved days away from work and days of restricted work. Follow instructions in paragraph (a) below for the total recordable cases, follow those in paragraph (b) for cases that involved days away from work and days of restricted work, and follow instructions in paragraph (c) for both rates.

(a) To find out the total number of injuries and illnesses that occurred during the year — count the number of line entries on your OSHA Form 300 Log or refer to the OSHA Form 300A and sum the entries for columns (G), (H), (I), and (J).

(b) To find out the number of injuries and illnesses that involved days away from work and days of restricted work (DART) — count the number of line entries on your OSHA Form 300 Log that received a check mark in columns (H) and (I), or refer to the entry in columns (H) and (I) on the OSHA Form 300A.

(c) The number of hours all employees actually worked during the year — refer to OSHA Form 300A and optional worksheet to calculate this number.

You can compute the incidence rate for all recordable cases of injuries and illnesses using the following formula:

\[
\frac{\text{Total number of injuries and illnesses}}{\text{number of hours worked by all employees} \times 200,000} \times 200,000 = \text{total recordable case rate.}
\]

(The 200,000 figure in the formula represents the number of hours 100 employees working 40 hours per week, 50 weeks per year would work and provides the standard base for calculating incidence rates.)

You can compute the incidence rate for recordable cases involving days away from work, days of restricted work activity, or job transfer using the following formula:

\[
\frac{\text{Number of entries in column H} + \text{number of entries in column I}}{\text{number of hours worked by all employees} \times 200,000} \times 200,000 = \text{DART incidence rate.}
\]

You can use the same formula to calculate incidence rates for other variables, such as cases involving restricted work activity (column (I) on OSHA Form 300A); and cases involving skin disorders (column (M-2) on OSHA Form 300A). Just substitute the appropriate total for these cases, from OSHA Form 300A, into the formula in place of the total number of injuries and illnesses.

What can I compare my incidence rate to?

The Bureau of Labor Statistics (BLS) conducts a survey of occupational injuries and illnesses each year and publishes incidence-rate data by various classifications (e.g., industry and employer size). You can get the data at bls.gov/eag/eag.OR.htm, calling a BLS regional office, or by visiting osha.org/standards/statistics.html to look at OSHA reports.

Sample Worksheet for TCIR & DART

<table>
<thead>
<tr>
<th>Total number of recordable injuries and illnesses in your establishment</th>
<th>Total recordable cases incidence rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>[ \begin{array}{c} 2 \ \div \end{array} ]</td>
<td>( \begin{array}{c} 154987 \ \times 200,000 = \end{array} )</td>
</tr>
<tr>
<td>Hours worked by all your employees</td>
<td></td>
</tr>
</tbody>
</table>

| Total number of recordable injuries and illnesses with days away from work and restricted work |
|---|---|
| \( \begin{array}{c} 3 \\ \div \end{array} \) | \( \begin{array}{c} 154987 \\ \times 200,000 = \end{array} \) | 3.87 |
| Hours worked by all your employees |

| Cases involving days away from work and restricted work incidence rate |
How to fill out the OSHA 300 Log

The Log of Work-Related Injuries and Illnesses is used to classify work-related injuries and illnesses and to note the extent and severity of each case. When an incident occurs, use the log to record details about what happened and how it happened.

If your company has more than one establishment or site, you must keep separate records for each physical location that is expected to remain in operation for one year or longer.

We have given you one copy of the OSHA 300 Log in this guide. If you need more than we provided, you may make photocopies.

The summary — a separate form — shows the work-related injury and illness totals for the year in each category. At the end of the year, total each column and transfer the totals from the OSHA 300 Log to the summary. Complete the establishment information then post the summary in a visible location so that your employees are aware of injuries and illnesses occurring in their workplace.

You don’t post the log. You post only the Summary at the end of the year.

<table>
<thead>
<tr>
<th>Establish name:</th>
<th>X Y Z Company</th>
</tr>
</thead>
<tbody>
<tr>
<td>City:</td>
<td>Anywhere</td>
</tr>
<tr>
<td>State:</td>
<td>OR</td>
</tr>
</tbody>
</table>

| Year 20_20_20   |

| OSHA’s Form 300 |
| Log of Work-Related Injuries and Illnesses |

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 work-related injuries and illnesses that are diagnosed by a physician or licensed health-care professional. You must also record work-related injuries and illnesses that meet any of the specific recording criteria listed in OAR 437-001-0700. Use two lines for a single case if you need to. You must complete the Report of Injury or Illness (Form B1) 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 Oregon OSHA office for help.

<table>
<thead>
<tr>
<th>Identify the person</th>
<th>Describe the case</th>
<th>Classify the case</th>
</tr>
</thead>
<tbody>
<tr>
<td>(A) Case no.</td>
<td>(C) (D) (E) (F)</td>
<td>(G) (H) (I) (J) (K) (L)</td>
</tr>
<tr>
<td>(B) Employee's name</td>
<td>Job title</td>
<td>Date of injury or illness</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(e.g., &quot;welder&quot;)</td>
</tr>
<tr>
<td>Mark Bagin</td>
<td>Welder</td>
<td>5/2 month/day</td>
</tr>
<tr>
<td>Shane Alexander</td>
<td>Foundryman</td>
<td>7/12 month/day</td>
</tr>
<tr>
<td>Sam Sander</td>
<td>Electrician</td>
<td>8/23 month/day</td>
</tr>
<tr>
<td>Ralph Boccella</td>
<td>Laborer</td>
<td>10/7 month/day</td>
</tr>
<tr>
<td>James Daniels</td>
<td>Machine opr</td>
<td>11/19 month/day</td>
</tr>
</tbody>
</table>

Be as specific as possible. You can use two lines if you need more room.

Revise the log if the injury or illness progresses and the outcome is more serious than you originally recorded for the case. Cross out, erase, or use correction fluid on the original entry.

Choose ONE of these categories. Classify the case by recording the most serious outcome of the case, with column J, Other recordable cases, being least serious and column G, Death, being most serious.

<table>
<thead>
<tr>
<th>Check the &quot;injury&quot; column or choose one type of illness: (M)</th>
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</thead>
<tbody>
<tr>
<td>(G) (H) (I) (J) (K) (L)</td>
</tr>
</tbody>
</table>

Note whether the case involves an injury or an illness.
The decision tree for recording work-related injuries and illnesses below shows the steps involved in making this determination.

1. **Did the employee experience an injury or illness?**
   - NO
   - YES

2. **Is the injury or illness work-related?**
   - NO
   - YES

3. **Is the injury or illness a new case?**
   - NO
   - YES

4. If YES to all:
   - **Does the injury or illness meet the general recording criteria or the application to specific cases?**
     - NO
     - YES

5. **Update the previously recorded injury or illness entry if necessary.**

   - NO:
     - **Do not record the injury or illness.**

   - YES:
     - **Record the injury or illness.**
OSHA’s Form 300
Log of Work-Related Injuries and Illnesses

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 licensed health-care professional. You must also record work-related injuries and illnesses that meet any of the specific recording criteria listed in OAR 437-001-0700. Use two lines for a single case if you need to. You must complete the Report of Injury or Illness (Form 801) 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 Oregon OSHA office for help.

Establishment name: ____________________________________
City: ________________________________ State: ____________

<table>
<thead>
<tr>
<th>Identify the person</th>
<th>Describe the case</th>
<th>Classify the case</th>
</tr>
</thead>
<tbody>
<tr>
<td>(A) Case no.</td>
<td>(B) Employee’s name</td>
<td>(C) Job title (e.g., “welder”)</td>
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</tbody>
</table>

Using these four categories, check only the most serious result for each case:

- (G) Injury
- (H) Skin disorder
- (I) Respiratory condition
- (J) Poisoning
- (K) Hearing loss
- (L) All other illnesses

Enter the number of days the injured or ill worker was:

- (G) Days away from work
- (H) Job transfer or restriction
- (I) Other recordable cases
- (J) Away from work
- (K) On job transfer or restriction
- (L) In other cases

Page totals

Be sure to transfer these totals to the Summary (Form 300A) before you post it.
OSHA Form 300A
Summary of Work-Related Injuries and Illnesses

All establishments covered by OAR 437-001-0700 must complete this Summary of Work-Related Injuries and Illnesses, 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 DCBS Form 801 or its equivalent. See OAR 437-001-0700(21).

<table>
<thead>
<tr>
<th>Number of cases</th>
<th>Total number of deaths</th>
<th>Total number of cases with days away from work</th>
<th>Total number of cases with job transfers or restriction</th>
<th>Total number of other recordable cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>(G)</td>
<td>(H)</td>
<td>(I)</td>
<td>(J)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Number of days</th>
<th>Total number of days away from work</th>
<th>Total number of days of job transfer or restriction</th>
</tr>
</thead>
<tbody>
<tr>
<td>(K)</td>
<td>(L)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Injury and illness types</th>
<th>Total number of …</th>
<th>(M)</th>
<th>(1) Injuries</th>
<th>(4) Poisonings</th>
</tr>
</thead>
<tbody>
<tr>
<td>(2) Skin disorders</td>
<td></td>
<td></td>
<td>(5) Hearing loss</td>
<td></td>
</tr>
<tr>
<td>(3) Respiratory conditions</td>
<td></td>
<td></td>
<td>(6) All other illnesses</td>
<td></td>
</tr>
</tbody>
</table>

Keep this summary posted from Feb. 1 to April 30 of the year following the year covered by this form.

Year 20 ____________

Establishment information
Your establishment name: ________________________________
Street: ______________________________________________
City: ________________________________________________
State: ___________________ Zip: _______________________

Industry description
(e.g., manufacturer of motor truck trailers)
_______________________________________________

North American Industrial Classification System (NAICS)
if known (e.g., NAICS 4441)
____________ ________ ________ ________

Employment information (If you don’t have these figures, see the worksheet on the back of this page to estimate.)
Annual average number of employees ____________
Total hours worked by all employees last year ____________

Sign here

Knowingly falsifying this document may result in a fine.
I certify that I have examined this document and that, to the best of my knowledge, the entries are true, accurate, and complete.
The highest ranking manager at the location where the Log is compiled must sign the OSHA Form 300A.

_______________________________________________
Company executive (highest ranking manager)
Title
Phone: ________________________________
Date: ____/____/_____
Optional: Worksheet to help you fill out the summary

At the end of the year, OSHA requires you to enter the average number of employees and the total hours worked by your employees on the summary. If you don’t have these figures, you can use the information on this page to estimate the numbers you will need to enter on the summary at the end of the year.

**How to figure the average number of employees who worked for your establishment during the year:**

1. **Add** the total number of employees your establishment paid in all pay periods during the year. Include all employees: full-time, part-time, temporary, seasonal, salaried, and hourly.

2. **Count** the number of pay periods your establishment had during the year. Be sure to include any pay periods when you had no employees.

3. **Divide** the number of employees by the number of pay periods.

4. **Round** the answer to the next highest whole number. Write the rounded number in the blank marked *Annual average number of employees*.

For example, Acme Construction figured its average employment this way:

<table>
<thead>
<tr>
<th>For pay period...</th>
<th>Acme paid this number of employees...</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>10</td>
</tr>
<tr>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>15</td>
</tr>
<tr>
<td>4</td>
<td>30</td>
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<td>40</td>
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<tr>
<td>24</td>
<td>20</td>
</tr>
<tr>
<td>25</td>
<td>15</td>
</tr>
<tr>
<td>26</td>
<td>±10</td>
</tr>
<tr>
<td>830</td>
<td>100</td>
</tr>
</tbody>
</table>

Number of employees paid in all pay periods = 1
Number of pay periods = 26
830 = 31.92

31.92 rounds to 32
32 is the annual average number of employees

**Optional worksheet**

Find the number of full-time employees in your establishment for the year.

× Multiply by the number of work hours for a full-time employee in a year.

This is the number of full-time hours worked.

Add any overtime hours and hours worked by other employees (part-time, temporary, seasonal)

Round the answer to the next highest whole number. Write the rounded number in the blank marked *Total hours worked by all employees last year*.

**How to figure the total hours worked by all employees:**

Include hours worked by salaried, hourly, part-time, and seasonal workers, as well as hours worked by other workers subject to day-to-day supervision by your establishment (e.g., temporary-help-services workers).

Do not include vacation, sick leave, holidays, or any other non-work time, even if employees were paid for it. If your establishment keeps records of only the hours paid or if you have employees who are not paid by the hour, estimate the hours that the employees actually worked.

If this number is not available, you can use this optional worksheet to estimate it.

For example, Acme Construction figured its total hours worked this way:

<table>
<thead>
<tr>
<th>For pay period...</th>
<th>Acme paid this number of employees...</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>10</td>
</tr>
<tr>
<td>2</td>
<td>0</td>
</tr>
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<td>15</td>
</tr>
<tr>
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<td>30</td>
</tr>
<tr>
<td>5</td>
<td>40</td>
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<tr>
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<td>▼</td>
</tr>
<tr>
<td>24</td>
<td>20</td>
</tr>
<tr>
<td>25</td>
<td>15</td>
</tr>
<tr>
<td>26</td>
<td>±10</td>
</tr>
<tr>
<td>830</td>
<td>100</td>
</tr>
</tbody>
</table>

Number of employees paid = 830
Number of pay periods = 26
830 = 31.92

31.92 rounds to 32
32 is the annual average number of employees
Oregon OSHA Services

Oregon OSHA offers a wide variety of safety and health services to employers and employees:

**Appeals**
503-947-7426; 800-922-2689; admin.web@oregon.gov
- Provides the opportunity for employers to hold informal meetings with Oregon OSHA on concerns about workplace safety and health.
- Discusses Oregon OSHA’s requirements and clarifies workplace safety or health violations.
- Discusses abatement dates and negotiates settlement agreements to resolve disputed citations.

**Conferences**
503-378-3272; 888-292-5247, Option 1; oregon.conferences@oregon.gov
- Co-hosts conferences throughout Oregon that enable employees and employers to learn and share ideas with local and nationally recognized safety and health professionals.

**Consultative Services**
503-378-3272; 800-922-2689; consult.web@oregon.gov
- Offers no-cost, on-site safety and health assistance to help Oregon employers recognize and correct workplace safety and health problems.
- Provides consultations in the areas of safety, industrial hygiene, ergonomics, occupational safety and health programs, assistance to new businesses, the Safety and Health Achievement Recognition Program (SHARP), and the Voluntary Protection Program (VPP).

**Enforcement**
503-378-3272; 800-922-2689; enforce.web@oregon.gov
- Offers pre-job conferences for mobile employers in industries such as logging and construction.
- Inspects places of employment for occupational safety and health hazards and investigates workplace complaints and accidents.
- Provides abatement assistance to employers who have received citations and provides compliance and technical assistance by phone.

**Public Education**
503-947-7443; 888-292-5247, Option 2; ed.web@oregon.gov
- Provides workshops and materials covering management of basic safety and health programs, safety committees, accident investigation, technical topics, and job safety analysis.

**Standards and Technical Resources**
503-378-3272; 800-922-2689; tech.web@oregon.gov
- Develops, interprets, and gives technical advice on Oregon OSHA’s safety and health rules.
- Publishes safe-practices guides, pamphlets, and other materials for employers and employees.
- Manages the Oregon OSHA Resource Center, which offers safety videos, books, periodicals, and research assistance for employers and employees.

Need more information? Call your nearest Oregon OSHA office.

<table>
<thead>
<tr>
<th>Location</th>
<th>Address</th>
<th>Phone</th>
<th>Consultation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salem Central Office</td>
<td>350 Winter St. NE, 3rd Floor</td>
<td>503-378-3274</td>
<td>503-373-7819</td>
</tr>
<tr>
<td>Bend</td>
<td>Red Oaks Square, 1230 NE Third St., A-115</td>
<td>541-388-6066</td>
<td>541-388-6068</td>
</tr>
<tr>
<td>Eugene</td>
<td>1500 Valley River Dr., Suite 150</td>
<td>541-686-7562</td>
<td>541-686-7913</td>
</tr>
<tr>
<td>Medford</td>
<td>1840 Barnett Road, Suite D</td>
<td>541-776-6030</td>
<td>541-776-6016</td>
</tr>
<tr>
<td>Pendleton</td>
<td>200 SE Hailey Ave., Suite 306</td>
<td>541-276-9175</td>
<td>541-276-2353</td>
</tr>
<tr>
<td>Portland/Tigard area</td>
<td>Durham Plaza, 16760 SW Upper Boones Ferry Road, Suite 200</td>
<td>503-229-5910</td>
<td>503-229-6193</td>
</tr>
<tr>
<td>Salem</td>
<td>1340 Tandem Ave. NE, Suite 160</td>
<td>503-378-3274</td>
<td>503-373-7819</td>
</tr>
</tbody>
</table>
Reporting Fatalities, Catastrophes, Injuries, and Illnesses

Employers must report certain work-related fatalities, injuries, and illnesses. This standard covers all employers covered by the Oregon Safe Employment Act. Employers must report fatalities, and catastrophes within eight hours of their knowledge by phone, or in person. Since employers are required to report all fatalities, they must report fatal heart attacks. Report a fatal heart attack only if death occurs within 30 days of the incident.

A catastrophe is an incident in which two or more employees are fatally injured, or three or more employees are admitted to a hospital or an equivalent medical facility (for example, a clinic) as a result of the same incident.

In-patient hospitalization, loss of an eye, amputations, or avulsions that result in bone loss must be reported to Oregon OSHA within 24 hours of the work-related occurrence, or employer knowledge. Employers need to make only a single report, when an amputation, avulsion, or loss of an eye involves in-patient hospitalization.

- In-patient hospitalization. In-patient hospitalization is the formal admission to the in-patient service of a hospital or clinic for care or medical treatment (includes first-aid).
- Hospitalization for observation only is not reportable, nor is emergency room treatment. In-patient hospitalization for any reason after emergency room treatment is reportable. You must report all incidents that result in in-patient hospitalization, including heart attacks and motor vehicle accidents. Report in-patient hospitalizations only if they occur within 24 hours of the incident that caused the hospitalization.
  - Loss of an eye. Report the loss of an eye only if it occurs within 24 hours of the incident that caused the loss.
  - Amputations and avulsions.
    - An amputation is the traumatic loss of a limb or other external body part, including a fingertip. Amputations include loss of a body part due to a traumatic incident, a gunshot wound, and medical amputations due to irreparable traumatic injuries.
    - An avulsion is the tearing away or forcible separation of any body part by trauma.
    - Report an amputation or avulsion only if it includes bone loss, cartilage loss, or both.
    - Report an amputation or avulsion only if it occurs within 24 hours of the incident that caused the amputation or avulsion.

There are additional reporting requirements for injuries relating to Mechanical Power Presses, 1910.217(g). Employers must report, within 30 days of the occurrence, all point-of-operation injuries to operators or other employees to either the director of the Directorate of Standards and Guidance at OSHA, U.S. Department of Labor, Washington, D.C. 20210 or electronically at osha.gov/pls/oshaweb/mechanical.html; or to Oregon OSHA.

Oregon OSHA office locations and telephone numbers are:

**Salem Central Office**
350 Winter St. NE, 3rd Floor
Salem, OR 97301-3882
503-378-3272
Toll-free in Oregon: 800-922-2689

**Eugene**
1500 Valley River Dr., Suite 150
Eugene, OR 97401-4643
541-686-7562

**Medford**
1840 Barnett Road, Suite D
Medford, OR 97504-8293
541-776-6030

**Pendleton**
200 Hailey Ave., Box 306
Pendleton, OR 97801-3072
541-276-9175

**Portland Area**
**Durham Plaza**
16760 SW Upper Boones Ferry Road
Suite 200
Tigard, OR 97224-7696
503-229-5910

**Salem**
1340 Tandem Avenue NE, Suite 160
Salem, OR 97301-8080
503-378-3274

**Eugene**
1500 Valley River Dr., Suite 150
Eugene, OR 97401-4643
541-686-7562

**Medford**
1840 Barnett Road, Suite D
Medford, OR 97504-8293
541-776-6030

**Pendleton**
200 Hailey Ave., Box 306
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Tigard, OR 97224-7696
503-229-5910

**Salem**
1340 Tandem Avenue NE, Suite 160
Salem, OR 97301-8080
503-378-3274
Some employers will be required to submit an electronic copy of the OSHA Form 300A via the federal website. If your establishment had 250 or more employees at any time during the previous calendar year, and you are required to maintain an OSHA Form 300 Log, then you must electronically submit information from the OSHA Form 300A Summary of Work-Related Injuries and Illnesses to OSHA. You must submit the information once a year, no later than the date listed in paragraph (24)(g) of the year after the calendar year covered by the forms.

If your establishment had 20 or more employees, but fewer than 250 employees, at any time during the previous calendar year, and your establishment is classified in an industry listed in Table 7, then you must electronically submit information from OSHA Form 300A Summary of Work-Related Injuries and Illnesses to OSHA or OSHA’s designee. You must submit the information once a year, no later than the date listed in paragraph (24)(g) of the year after the calendar year covered by the form.

For each establishment that is subject to these reporting requirements, you must provide the Employer Identification Number (EIN) used by the establishment. **Note:** Each person employed in the establishment at any time during the calendar year counts as one employee, including full-time, part-time, seasonal, and temporary workers.

If you are required to submit information under paragraph (24)(a) or (24)(b), then you must submit the information once a year, by the date listed in paragraph (24)(g) of the year after the calendar year covered by the form or forms. If you are submitting information because OSHA notified you to submit information as part of an individual data collection under paragraph (24)(g), then you must submit the information as often as specified in the notification.

You must submit the information electronically. Federal OSHA will provide a secure website for the electronic submission of information.

If your enterprise or corporate office had ownership of or control over one or more establishments required to submit information under paragraph (24)(a) or (24)(b), then the enterprise or corporate office may collect and electronically submit the information for the establishments.

Reporting dates. Beginning in 2020, establishments that are required to submit under paragraph (24)(a) or (24)(b) of this section will have to submit all of the required information by March 2 of the year after the calendar year covered by the form or forms (for example, by March 2, 2020, for the forms covering 2019).

Employers who need to submit their OSHA Form 300A can access the portal by either going to osha.oregon.gov, select A-Z Topics page, click on Recordingkeeping and reporting and there you will find the ITA launch page. A second option is to visit osha.gov/injuryreporting/index.html.

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### How can we help you?

If you have questions about how to fill out the log:

- Visit us online at [osha.oregon.gov](http://osha.oregon.gov)
- Call Oregon OSHA
  - 800-922-2689 or 503-378-3272
- **En Español:**
  - 800-843-8086
Salem Central Office
350 Winter St. NE
3rd Floor
Salem, OR 97301-3882

Phone: 503-378-3272
Toll-free: 800-922-2689

Fax: 503-947-7461
en Español: 800-843-8086

Website: osha.oregon.gov