New OSHA requirement on reporting severe work injuries to go into effect Jan. 1, 2015

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On September 11, 2014, the Occupational Safety and Health Administration (OSHA) announced a final rule requiring employers to notify OSHA when an employee is killed on the job or a single employee suffers a work-related hospitalization, amputation or loss of an eye. The rule will go into effect on Jan. 1, 2015, for workplaces under federal OSHA jurisdiction.
Under this revised rule, employers will be required to notify OSHA of work-related fatalities within 8 hours, and work-related in-patient hospitalizations, amputations or losses of an eye within 24 hours.

Previously, OSHA’s regulations required an employer to report only work-related deaths and/or incidents requiring hospitalizations of three or more employees. Reporting single cases of hospitalizations, amputations or loss of an eye was not required under the previous rule.

All employers covered by OSHA, and even those who are exempt from maintaining injury and illness records (small farms with 10 or less employees and/or no temporary labor camp), are required to comply with OSHA’s new severe injury and illness reporting requirements.

OSHA’s record keeping regulation is online. To assist employers in fulfilling these requirements, OSHA is developing a web portal for employers to report incidents electronically, in addition to the phone reporting options.

Three options are available to report these unfortunate incidents:

1. By telephone to the 24-hour OSHA hotline (1-800-321-OSHA or 1-800-321-6742).
2. By telephone to the OSHA Area Office nearest to the site of the work-related incident.
3. Electronically, using the event reporting application that will be located on OSHA’s website.

The Appropriations Act exempts small farming operations from the enforcement of all rules, regulations, standards or orders under the Occupational Safety and Health Act. A farming operation is exempt from all OSHA enforcement and inspection activities if it:

**2015 Operations Managers Conference**

The 2015 Operations Managers Conference, “Effective Management through Teamwork and Leadership” will be held January 20 - 21, 2015 at the Holiday Inn, Liverpool/Syracuse. Registration is now open online!

Organized by the PRO-DAIRY Program at Cornell University and the Northeast Dairy Producers Association (NEDPA), this conference provides an opportunity for people responsible for day to day activities on dairy farms to increase their management and operations skills while interacting with other managers. Sessions on January 20 will be followed by a tour and interaction with a local dairy operations team on January 21.

**Regional calf management training workshops**

Cornell PRO-DAIRY is partnering with the Wyoming County Dairy Institute and Cornell Cooperative Extension to offer regional calf management training programs. These programs will be offered statewide at six video conferencing sites from 6:30 to 9:00 pm October 28, October 30, November 4 and November 6. On-farm tours will be announced at the
- Employs 10 or fewer employees currently and at all times during the last 12 months (One part-time employee equals one full-time employee, immediate family members are not considered to be employees); and
- Has not had an active temporary labor camp during the preceding 12 months.
- To be considered a temporary labor camp, housing maintained by a farm must be provided: 1. As a required condition of employment, and; 2. for a discrete, temporary period of time (i.e. for seasonal or temporary employment).
- If a small farm does not meet both of these requirements, they would not be considered to have a temporary labor camp and would not be subject to any OSHA inspection or enforcement activities.

However, it is very important to note that small farms are not actually exempt from OSHA regulations because:

- Legally OSHA regulations still covers all farms, even though OSHA cannot inspect or cite farms with 10 or fewer employees. The Appropriations Act prevents OSHA from inspecting or citing small farms, but for legal purposes, the regulations still apply.
- In a court of law, OSHA rules and regulations may be used to identify safe and unsafe conditions on the farm.
- There are state OSHA programs - Individual states may have more stringent regulations if they have an OSHA approved state program. There are 25 states that have a state approved program. These state OSHA program regulations can exceed the federal OSHA regulations and be more protective. New York has an approved state program for public employees only; private sector employees are covered by Federal OSHA.

Program participants will also receive a $40 voucher toward the full day registration fee for the PRO-DAIRY Calf and Heifer Congress December 10 and 11 at the RIT Inn and Conference Center, Rochester, NY.

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**Calf & Heifer Congress 2014 - "Birth to Breeding"**

**December 10 & 11**
**RIT Inn and Conference Center**

This conference will cover from the calving event to breeding age. We have worked to incorporate expanded knowledge on common practices as well as venture into what research might tell us where replacement rearing and associated economics are going down the road. The format will be similar to previous years. A pre-conference evening dinner/presentation/panel discussion dedicated to automated or robotic calf feeder systems on December 10th will be followed by a full day of presentations and discussions on the 11th.

Registration includes one copy of the conference proceedings, breaks, meals and a new version of the
As always, NYCAMH is available to assist farms with safety programming and planning. We are a private, non-profit organization dedicated to the prevention of injury and illness that may occur to agricultural workers. We fulfill this mission by offering the on-farm safety program, which consists of farm safety surveys and farm safety training sessions for farms in New York. Our on-farm safety surveys identify potential farm hazards around the farm. Our training programs are farm specific and can be provided in Spanish. These services are available through a grant from the New York State Department of Labor Hazard Abatement Board. We also have a farm emergency response program offering training in CPR, first aid, fire safety and what to do in an emergency. Contact me at 800-343-7527 ext 2216 or jcarrabba@nycamh.com to schedule these programs or for more information about our services. NYCAMH, a program of Bassett Healthcare Network is enhancing agricultural and rural health by preventing and treating occupational injury and illness.

Find PRO-DAIRY online at:

- Visit the PRO-DAIRY website to sign up for e-Leader and for more program information.
- Like us on Facebook.

Feed Dealer Seminars

The Feed Dealer Seminars are held at seven sites statewide in November and are specifically targeted for nutritionists, veterinarians, other consultants, extension educators, and dairy producers with specific interest in nutrition-oriented topics. They are designed to blend the latest concepts in feeding and other management aspects of dairies with field level application. They have been conducted annually as a road show with multiple sites in New York since the late 1940s and provide opportunities for educational programming with networking in the local regions.

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