



WisCon Words of Wisdom

Volume 2 | Issue 1 | January 3, 2022

WI COVID-19 by the Numbers

Total Positive Cases	994,535
Total Deaths	10,063
Total Individuals Hospitalized	51,236

[DHS's Wisconsin Summary Data](#)

Numbers Updated 12/31/2021

WI COVID-19 Vaccine Distribution by the Number of Doses

Total Administered	8,606,446
Johnson & Johnson	330,032
Moderna	3,305,364
Pfizer	4,971,050

Check out the [latest data about Wisconsin's progress!](#)

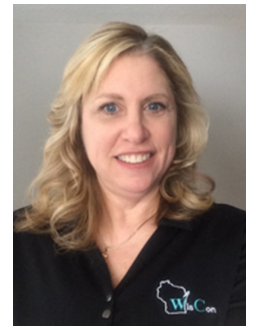
Upcoming Webinar Topics

Happy New Year — No Webinar This Week	1/3
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MLK Day—No Webinar This Week	1/17
OSHA 300 Logs	1/24
Cold Stress	1/31

Sign up [here](#) for weekly webinar reminders! Click [here](#) to view previous webinars!

Spotlight Corner—Janeen Eisenman

Janeen Eisenman is one of our Consultants out in the field, providing OSHA consultation services. She is one of our long-standing team members and has been with the Program for over 19 years, working in the Green Bay area that she calls home. Before joining the WisCon Program, Janeen worked in the meat packing industry for 13 years. She is an OSHA authorized trainer in both General Industry and Construction and is also a certified occupational hearing conservationist.



Electronic Submission of Records

In May 2016, OSHA issued a final rule requiring certain employers to submit their workplace injury and illness data electronically. OSHA began the process of collecting establishment data in 2017, launching the Injury Tracking Application (ITA). Only a small fraction of establishments are required to electronically submit their Form 300A data to OSHA on an annual basis. These include:

- Establishments with **250 or more** employees
- Establishments with **20-249 employees, AND** are classified in an industry listed in [Appendix A – Designated Industries for Annual Electronic Submission](#).

Covered establishments must electronically submit information from their completed **2021 OSHA 300A Form by March 2nd, 2022**.

Additional information on OSHA's Injury Tracking Application as well as data submission can be found on the OSHA [ITA website](#).

- Kelsi Berlinghof

COVID-19 ETS Updates

Vaccination and Testing ETS: On December 17, 2021, the 6th Circuit Court of Appeals lifted the stay on the [COVID-19 Vaccination and Testing ETS](#). As a result, OSHA has updated the dates by which employers must comply with the ETS requirements. Employers must comply with all requirements except for paragraph (g) by January 10, 2022. Employers must comply with paragraph (g) by February 9, 2022.

Healthcare ETS: On December 27, 2021, OSHA announced that they are withdrawing the non-recordkeeping portions of the healthcare ETS issued on June 21, 2021. Recordkeeping requirements, including the COVID-19 log and reporting provisions, will remain under a separate provision of the OSH Act. As OSHA continues to work on a permanent standard they will rely on their general duty clause (OSH Act 5(a)(1)) and general standards such as [1910.132](#) and [1910.134](#) to help ensure healthcare employee protection from COVID-19.

Visit OSHA's [website](#) to stay up to date.

New Year Same OSHA Form, Annual Summary

Requirements By: Kelsi Berlinghof

It's that time of year again for covered employers to review their facility's 2021 OSHA 300 Log Form to verify that entries are accurate and **post the 300A Form summary from February 1st – April 30th 2022!** You may be wondering, what are OSHA 300 and 300A Forms and how do they apply to me?

OSHA requires most employers with 10 or more employees at any time during the calendar year to maintain injury and illness records. Employers who have less than 10 employees or who are classified in certain low-risk industries, as determined by the facility's North American Industry Classification System (NAICS) Code, are exempt from maintaining OSHA injury/illness records. A list of these low-risk industries can be found under OSHA's [Appendix A to Subpart B—Partially Exempt Industries](#). If your facility employs more than 10 employees, and the establishment is NOT listed as a partially exempt industry, then you are required to maintain OSHA injury/illness records.

Covered establishments must maintain the [OSHA 300 Log](#) by recording each work-related injury/illness that meets the record-keeping criteria. An injury/illness is considered to be work-related if an event in the work environment either caused or contributed to the resulting condition, or significantly aggravated a pre-existing condition.

A work-related injury/illness meets the recordkeeping criteria if it results in at least one of the following conditions:

- Fatality
- Loss of consciousness
- Days away from work
- Restricted work / Work transfer

- Medical treatment beyond first aid
- Any other significant injury/illness diagnosed by a physician or LHCP

As noted above, an injury/illness that results in first-aid treatment is not considered recordable, even when treatment is provided by a health care professional. OSHA has an all-inclusive list of items in which they consider to be first-aid, which includes:

- Using wound coverings such as bandages, gauze pads, & butterfly bandages
- Removing foreign material from the eye using only irrigation or cotton swabs
- Removing foreign material from areas other than the eye by irrigation, tweezers, cotton swabs, or simple means

A complete list of first aid treatment can be found under [1904.7\(b\)\(5\)\(ii\)](#). If an employee sustains an injury/illness and the only treatment provided is considered first-aid, then the incident is not recordable and is therefore not required to be recorded on the OSHA 300 Log.

What is the 300A Form?

The [OSHA Form 300A](#) is a summary of the work-related injuries/illnesses that occurred throughout the year. It is a less specific version of the 300 Log and does not include names or descriptions of the incident. Covered employers are required to complete the OSHA 300A annually, by transferring column totals from the 300 Log and recording them in the corresponding space on the 300A Form. Once complete, this Form must be reviewed and certified by a company executive and posted in the workplace from February 1st—April 30th of the year following the year covered by the Forms.

More information on recordkeeping requirements and how to fill out OSHA 300 and 300A Forms is available on OSHA's [website](#).

Cold Stress

January is an opportune time to talk about cold stress in the state of Wisconsin because we have plenty of cold days ahead. Cold stress occurs when skin temperature is driven down, eventually causing reduction in the internal body temperature. Increased wind speed or wind chill effect can cause heat to leave the body rapidly. Believe it or not, factors for cold stress and its effects can vary across different areas. In places that are not used to winter weather like Mobile, Alabama, near freezing temperatures can be a factor for cold stress. Someone from that area may think it's cold and may wear a jacket if they're going to be outside for more than 10 minutes in 70 degree weather. Others, such as one of our consultants, may be found wearing flip-flops outside in below freezing temperatures.

Like with heat stress, many may relate this issue to an outdoor work environment more so than indoors. However, as a reminder for us all, cold stress and cold-related illness can affect workers in different industries at both indoor and outdoor work loca-

tions. Some risk factors for cold stress include: working in an environment that is wet or damp, dressing improperly, working while exhausted, poor physical condition, and pre-disposing health conditions such as hypertension, hypothyroidism, and diabetes.



Source: [OpenClipart](#)

When the body is unable to warm itself, serious cold-related illnesses and injuries may occur, and permanent tissue damage or death may result. Illnesses that can result from excessive cold include Hypothermia, Frostbite, Trench Foot, and Chilblains.

Although OSHA doesn't have a specific standard, the general duty clause does apply. Employers should train employees at risk for cold stress and include the following topics: how to recognize environmental/workplace conditions that could lead to cold stress, symptoms of cold-related illnesses and how to help others if they display symptoms, and how to select proper clothing for the work area or weather conditions.

Find out more information on cold stress on OSHA's [website](#).

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WSLH COVID-19 Consulting

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