

Frequently Asked Questions about the Cal/OSHA 300 log

Do I need to keep the Cal/OSHA 300 Log?

Answer: You do not need to keep the Cal/OSHA 300 Log if you have less than 10 employees for the full calendar year, or your industry is deemed by Cal/OSHA to be partially exempt.

To determine if you meet either of these requirements, please refer to <https://www.dir.ca.gov/T8/ch7sb1a2.html>.

Cal/OSHA or the Bureau of Labor Statistics may inform you in writing that you must keep the Log. In addition, partial exemption from keeping a Log does not alleviate an employer from reporting serious injuries or fatalities to Cal/A.

My company has multiple establishments and/or sites, must I keep a separate log for each location?

Answer: Employers must keep a Log for **each** separate physical location that is expected to be in operation for one year or longer.

What illness and injuries need to be posted in the Cal/OSHA 300 Log?

Answer: All work related injuries and illnesses that result in:

- death
- loss of consciousness,
- days away from work,
- restricted work activity,
- job transfer, or
- medical treatment beyond first aid.

What does Cal/OSHA classify as medical treatment?

Answer: Medical treatment is managing and caring for a patient for the purpose of combating disease or disorder. It does not include:

- visits to a doctor for observation,
- diagnostic procedures, and
- any procedure that can be classified as first aid.

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What does OSHA consider to be first aid and not recordable?

Answer:

- using non-prescription medications at nonprescription strength;
- administering tetanus immunizations;
- cleaning, flushing, or soaking wounds on the skin surface;
- using wound coverings, such as bandages, BandAids™, gauze pads, etc., or using SteriStrips™ or butterfly bandages.
- using hot or cold therapy;
- using any totally non-rigid means of support, such as elastic bandages, wraps, non-rigid back belts, etc.;
- 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 swab 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

Please note that because an injury is not Cal/OSHA recordable, does not mean that it is not a reportable workers' compensation claim. If you should have any questions, please contact Pacific Compensation Claims or the Health & Safety Department.