Compliance schedule

The new reporting requirements will be phased in over two years:

The anti-retaliation provisions become effective August 10, 2016, but OSHA [delayed their enforcement](https://www.osha.gov/recordkeeping/finalrule/TrackingEnforcementMemo_101816.html) until Dec. 1, 2016.

Establishments with 250 or more employees in industries covered by the recordkeeping regulation must submit information from their 2017 Form 300A by July 1, 2018. Beginning in 2019 and every year thereafter, the information must be submitted by March 2. These establishments are not required to provide Form 300 and 301 information this year. OSHA announced that it will issue a notice of proposed rulemaking (NPRM) to reconsider, revise, or remove provisions of the Improve Tracking final rule, including the collection of the Forms 300/301 data. We are currently drafting that NPRM and will seek comment on those provisions. Submission of Form 300/301 data will not be required until a final rule is published.

**Establishments with 20-249 employees in certain high-risk industries must submit information from their 2017 Form 300A by July 1, 2018.** Beginning in 2019 and every year thereafter, the information must be submitted by March 2.

**\*\*\*certain high-risk industries**

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| 6232 | Residential mental retardation, mental health and substance abuse facilities |

The electronic reporting requirements are based on the size of the establishment, not the firm. The OSHA injury and illness records are maintained at the establishment level. An establishment is defined as a single physical location where business is conducted or where services or industrial operations are performed. A firm may be comprised of one or more establishments. To determine if you need to provide OSHA with the required data for an establishment, you need to determine the establishment's peak employment during the last calendar year. Each individual employed in the establishment at any time during the calendar year counts as one employee, including full-time, part-time, seasonal, and temporary workers.

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| [611110](https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=611110&search=2012%20NAICS%20Search)  Schools for the intellectually and developmentally disabled (except preschool, job training, vocational rehabilitation) |
| [622210](https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=622210&search=2012%20NAICS%20Search)  Hospitals, mental (except intellectual and developmental disability) |
| [622210](https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=622210&search=2012%20NAICS%20Search)  Mental (except intellectual and developmental disability) hospitals |
| [**623210**](https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=623210&search=2012%20NAICS%20Search)**Intellectual and developmental disability homes** |
| [**623210**](https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=623210&search=2012%20NAICS%20Search)**Intellectual and developmental disability hospitals** |
| [**623210**](https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=623210&search=2012%20NAICS%20Search)**Intellectual and developmental disability intermediate care facilities** |
| [**623210**](https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=623210&search=2012%20NAICS%20Search)**Group homes, intellectual and developmental disability** |
| [**623210**](https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=623210&search=2012%20NAICS%20Search)**Intermediate care facilities, intellectual and developmental disability** |
| [**623210**](https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=623210&search=2012%20NAICS%20Search)**Homes with or without health care, intellectual and developmental disability** |
| [**623210**](https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=623210&search=2012%20NAICS%20Search)**Hospitals, intellectual and developmental disability** |
| [**623210**](https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=623210&search=2012%20NAICS%20Search)**Intellectual and developmental disability facilities (e.g., homes, hospitals, intermediate care facilities), residential** |
| [624120](https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=624120&search=2012%20NAICS%20Search)  Day care centers for disabled persons, the elderly, and persons diagnosed with intellectual and developmental disabilities |
| [624120](https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=624120&search=2012%20NAICS%20Search)  Self-help organizations for disabled persons, the elderly, and persons diagnosed with intellectual and developmental disabilities |
| [624120](https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=624120&search=2012%20NAICS%20Search)  Activity centers for disabled persons, the elderly, and persons diagnosed with intellectual and developmental disabilities |
| [624120](https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=624120&search=2012%20NAICS%20Search)  Companion services for disabled persons, the elderly, and persons diagnosed with intellectual and developmental disabilities |
| [624190](https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=624190&search=2012%20NAICS%20Search)  Self-help organizations (except for disabled persons, the elderly, persons diagnosed with intellectual and developmental disabilities) |
| [813311](https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=813311&search=2012%20NAICS%20Search)  Intellectually and developmentally disabled advocacy groups |
| [813311](https://www.census.gov/cgi-bin/sssd/naics/naicsrch?code=813311&search=2012%20NAICS%20Search)  Developmentally disabled advocacy organizations |

<https://www.census.gov/eos/www/naics/>