

Wages, Hours & More **An Employers Resource**

Band Aids and OSHA Logs ***an update by CEA***

OSHA LOGS. Any work related injury or illness that requires medical treatment or results in lost or restricted work must be recorded on the Cal/OSHA form 300. As a reminder, these forms need to be posted in your workplace (without employee names).

FIRST AID. First aid cases do not need to be recorded on form 300. All other treatment is medical treatment and must be recorded. First aid treatment is limited to one of the following 14 specified procedures:

1. Using non-prescription medications at non-prescription strength
2. Administering tetanus immunizations
3. Cleaning, flushing, or soaking wounds on the skin surface
4. Using wound coverings, such as bandages, BandAids™, gauze pads, SteriStrips™ or butterfly bandages
5. Using hot or cold therapy
6. Using any totally non-rigid means of support, such as elastic bandages, wraps, non-rigid back belts, etc.
7. Using temporary immobilization devices while transporting an accident victim (splints, slings, neck collars, or back boards).
8. Drilling a fingernail or toenail to relieve pressure, or draining fluids from blisters
9. Using eye patches
10. Using simple irrigation or a cotton swab to remove foreign bodies not embedded in or adhered to the eye

11. Using irrigation, tweezers, cotton swab or other simple means to remove splinters or foreign material from areas other than the eye
12. Using finger guards
13. Using massages
14. Drinking fluids to relieve heat stress

FIRST AID AND WORKERS' COMPENSATION

In the past, some employers arranged with their medical providers to send the "Doctor's First Report of Injury" (DFR) to the employer only. The employer then decided if it was first aid. If the employer decided it was first aid, the employer paid the bill and did not forward the DFR to the insurance carrier. They called this "company care." This is no longer legal. The medical provider is now required to send the DFR to the carrier and the carrier submits it to the Division of Labor Statistics and Research of the Department of Industrial Relations.

The employer may still arrange to pay the cost of first aid treatment directly, but it cannot prevent the carrier from receiving the DFR. In most cases, however, it is best to send your insurance carrier notice of the injury and let them pay the claim for two very important reasons:

1. First, if the injury requires more treatment, it is best that your insurance be aware of the injury and is able to deal with any complications.
2. Second, insurance companies have negotiated payment schedules that can be one-third to one-half the cost an employer would directly pay the doctor. ••