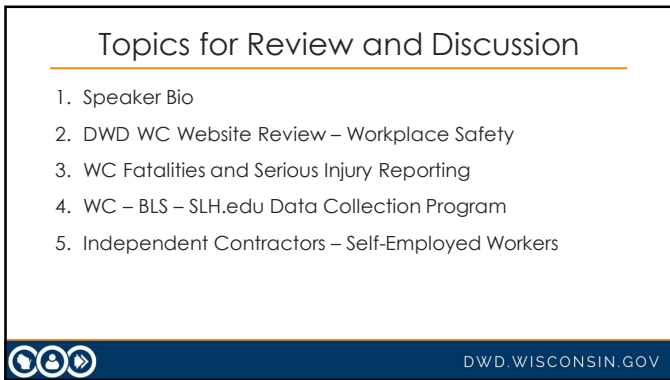




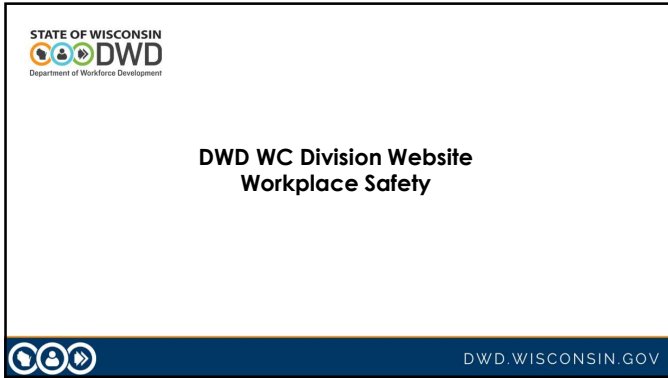
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2



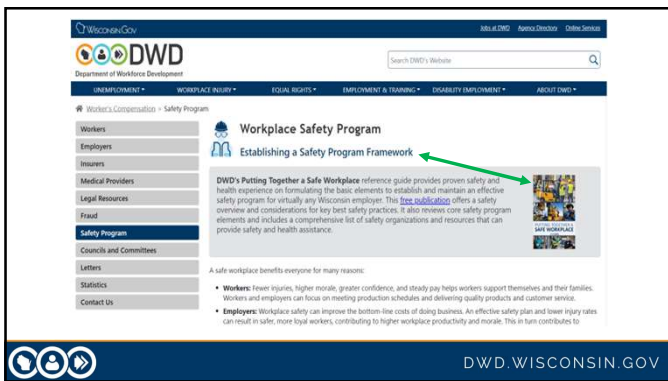
3



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5



6

EMPLOYER'S FIRST REPORT OF INJURY OR DISEASE

First Report of Injury – WKC-12

The image shows a screenshot of the 'Employer's First Report of Injury or Disease' form (WKC-12). Red circles highlight three specific areas: the 'Injury Date' field, the 'Did Injury Occur Because of...' section with checkboxes for 'Safety', 'Health', and 'Other', and the 'What Happened to Cause This Injury or Illness?' section. The form includes fields for injury details, employee information, and a description of the incident.

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OSHA – Workplace Fatalities – within 8 Hours / Serious Injuries – 24 Hours
www.OSHA.gov - <https://www.osha.gov/pls/ser/serform.html>

OSHA 24-hour hotline **800-321-6742** or Local OSHA Office

The image displays the OSHA website's emergency reporting page and an 'OSHA FactSheet' titled 'Updates to OSHA's Recordkeeping Rule: Reporting Fatalities and Serious Injuries'. A red circle on the website highlights the 'Report a Fatality or Serious Injury' button. The FactSheet provides detailed instructions on how to report such incidents.

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1. Private Sector EE's Only

OSHA's NEW REPORTING REQUIREMENTS

OSHA – <https://www.osha.gov/fatalities>
 Fatalities – 8 Hours
 Serious Injuries – 24 hours

- Amputations
- Loss of Eye
- In-Hospitalization – One or more EE, treatment other than observation

2. STATE OF WISCONSIN DWD
 Department of Workforce Development

All Private & Public Incidents
<https://dwd.wisconsin.gov/wc/employers/handling-injuries.htm>

Fatal Incidents – Within 24 Hours
 Phone - (608) 266-1340
 with written WKC-12 to follow
 or fax (608) 267-0394

More than three days lost time from work
 Report to DWD WC within 14 days after the injury (Indemnity Cases) - WKC-12
 E online

3. Public Sector EE's Only
<https://dps.wi.gov/Pages/Programs/PublicSafety/Default.aspx>

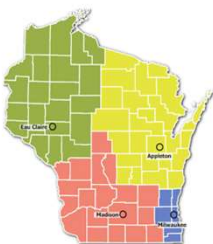
DSPS Madison Office
 (608) 267-9420 during regular business hours

State of Wisconsin Division of Emergency Management
 (800) 943-0003, outside of regular business hours (24 Hour on Duty Officer)

& DWD WC Division Requirements

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OSHA OSHA Wisconsin Area Offices



- Four federal OSHA Area offices in Wisconsin for private sector employers and workers
 - Appleton** **Madison**
 - Eau Claire** **Milwaukee**
- Staff
 - Area Directors
 - Compliance Assistance Consultants
 - Certified Safety and Health Officials (CSHOs)

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STATE OF WISCONSIN
DWD
Department of Workforce Development

WisconsinGov
State of Wisconsin
Department of Safety and Professional Services

DSPS Website
Department of Safety & Professional Services (DSPS)
<https://dps.wi.gov/Pages/Programs/PublicSafety/Default.aspx>

Public Sector Workers - Workplace Safety
Accident Investigations

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WisconsinGov
State of Wisconsin
Department of Safety and Professional Services

DSPS - Public Sector Employee Safety

SPS 332.203 Safety and health program.
DSPS department rule - in addition to OSHA requirements:
Each employer to develop and implement a workplace safety and health program:

- Procedures, methods, processes and practices used to manage workplace safety and health.
- To include hazard identification and assessment, hazard prevention and control, and information and training.

https://docs.legis.wisconsin.gov/code/admin_code/sps/safety_and_buildings_and_environment/326_360/332



<https://dps.wi.gov/Documents/Programs/Maps/PublicSafety.pdf>

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DSPS - Public Sector Employee Safety

DSPS Division of Industry Services

- Serves a similar function for public sector workers that OSHA does for private sector workers.
- Establishes and enforces occupational safety and health standards for public sector employees.
- Industry Services Occupation Safety and Health staff provide consultation and inspections.
- Division administers Wisconsin's Clean Indoor Air Act and Right to Know Law, which provide information to employees on workplace conditions.
- Questions about the **Public Sector Employee Safety** program to DSPSSBSafetyandHealthTech@Wisconsin.gov.

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DSPS - Public Sector Employee Fatalities/Injury Reporting

- To report all public sector worker fatalities and serious incidents, call:
 - DSPS Madison office: (608) 267-9420 during regular business hours; or
 - Wisconsin Emergency Management: (608) 242-3000
 - Outside of regular business hours, call WEM at (800) 943-0003
- Also report to DWD WC Division

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DSPS Districts as of June 2023

Six Wisconsin DSPS Districts

Staff safety responsibilities:

- Inspections
- Investigations
- Consultations

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DWD WC - Safety Violations

Request WCD authorization for 15% reduction in indemnity benefits for safety violation

Requirements:

- Copy of safety rule that was violated
- Employee trained on rule before injury date
- Proof of rule enforcement
 - Documented consequence for similar violations
- Evidence of causation
- Medical opinion that violation caused injury

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Safety Violation – Example #1 Power Press Amputation

Occupational Safety and Health Administration

- 1910.210 Subpart O - Machinery and Machine Guarding
- 1910.211 - Definitions
- 1910.212 - General requirements for all machines
- 1910.215 - Abrasive wheel machinery
- 1910.217 - Mechanical power presses

Safeguarding the Point of Operation

1910.217(c)(1) General requirements.
 1910.217(c)(1)(i) It shall be the responsibility of the employer to provide and ensure the usage of "point of operation guards" or properly applied and adjusted point of operation devices on every operation performed on a mechanical power press. **See Table O-10.**
 1910.217(c)(1)(ii) The requirement of paragraph (c)(1)(i) of this section shall not apply when the point of operation opening is one-fourth inch or less. See Table O-10.
 1910.217(c)(2) Point of operation guards.
 1910.217(c)(2)(i) Every point of operation guard shall meet the following design, construction, application, and adjustment requirements:
 1910.217(c)(2)(i)(a) It shall prevent entry of hands or fingers into the point of operation by reaching through, over, under or around the guard;
 1910.217(c)(2)(i)(b) It shall conform to the maximum permissible openings of Table O-10

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Safety Violation – Example #1 Power Press Amputation (cont.)

Occupational Safety and Health Administration

1910.217(c)(2) Point of operation guards

1910.217(c)(2)(i)(b) It shall conform to the maximum permissible openings of Table O-10

OSHA Table O-10

Distance of opening from point of operation hazard	Maximum width of opening
0.02 to 1.02	3/16
1.02 to 2.02	3/8
2.02 to 3.02	1/2
3.02 to 4.02	5/8
4.02 to 5.02	3/4
5.02 to 7.02	7/8
7.02 to 12.02	1 1/4
12.02 to 15.02	1 1/2
15.02 to 17.02	1 3/4
17.02 to 31.02	2 1/8

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Safety Violation – Example #2
Abrasive Grinding Wheel Injuries

- 1910 Subpart O - Machinery and Machine Guarding
- 1910.211 - Definitions
- 1910.212 - General requirements for all machines
- 1910.215 - Abrasive wheel machinery

<https://www.osha.gov/laws-regs/regulations/standardnumber/1910/1910.215>
<https://www.osha.gov/machine-guarding/new-grinder-checklist>

Checklist for Abrasive Wheel Equipment Grinders

OSHA Occupational Safety and Health Administration

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OSHA OSHA General Duty Clause

- Section 5 (a)(1) of OSH Act of 1970
- One of most important parts of OSHA compliance
- "Each employer shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees.

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OSHA OSHA General Duty Clause (cont.)

Required conditions:

1. Employer failed to keep workplace free of a hazard to which employees were exposed,
2. Cited hazard was recognized,
3. Hazard was causing or likely to cause death or serious physical harm, and
4. Feasible and practical method to correct the risk was available.

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Wisconsin Safe Place Statute

Section 101.11(1), Wis. Stats.

101.11 - Employer's duty to furnish safe employment and place.

(1) Every employer shall furnish employment which shall be safe for the employees therein and shall furnish a place of employment which shall be safe for employees therein and for frequenters thereof and shall furnish and use safety devices and safeguards, and shall adopt and use methods and processes reasonably adequate to render such employment and places of employment safe, and shall do every other thing reasonably necessary to protect the life, health, safety, and welfare of such employees and frequenters. Every employer and every owner of a place of employment or a public building now or hereafter constructed shall so construct, repair or maintain such place of employment or public building as to render the same safe.



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Wisconsin Safe Place Statute (cont.)

Section 101.11(2)(b), Wis. Stats.

No employee shall remove, displace, damage, destroy or carry off any safety device or safeguard furnished and provided for use in any employment or place of employment, nor interfere in any way with the use thereof by any other person, nor shall any such employee interfere with the use of any method or process adopted for the protection of any employee in such employment or place of employment or frequenter of such place of employment, nor fail or neglect to do every other thing reasonably necessary to protect the life, health, safety or welfare of such employees or frequenters.



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DWD WC Division Website Workplace Safety


Bureau of Labor Statistics (BLS) – DWD WC Division
Worker's Compensation Data Capture & Analysis

DHS - Wisconsin Worker's Compensation Dashboard




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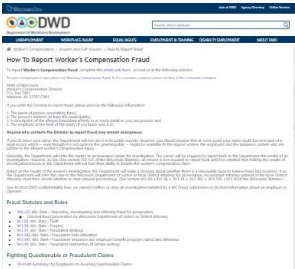
**DWD WC Division Website
Employers
Worker's Compensation Fraud**



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DWD WC – Worker's Compensation Fraud Reporting
<https://dwd.wisconsin.gov/wc/fraud/>




Fraud
Report Worker's Compensation Fraud

Avoiding Questionable Worker's Compensation Claims


Following are some basic elements of a good accident response program. These tips came from the suggestions of experienced worker's compensation claims personnel and defense attorneys.

1. Policy Statement
2. Knowledgeable Managers
3. Effective Communications
4. Obtain Accurate Information
5. Establish Preventive Practices
6. Prompt Reporting
7. Obtain Medical Attention
8. Return to Work Options
9. Value the Employee
10. Maintain A Safe Workplace





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**DWD WC Division Website
Workplace Safety**

**Other State of Wisconsin Agencies –
Safety Resources & Assistance**

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