



Ergonomics

Real People

Real Problems

Real Solutions

Small Business Benefits

Built into the new OSHA ergonomics standard are provisions that take the special needs and concerns of small business into account. The final rule includes specific, optional guidance for small businesses in informing employees about musculoskeletal disorders and the OSHA standard. It also offers clearly defined tools small businesses can use to guarantee they are in compliance with the requirements. About 4.75 million small businesses in general industry, including 4.2 million workplaces with fewer than 20 employees, are covered by the new standard.

Specific benefits for small businesses include:

- Simpler, easier to understand scope saves time, money and effort to determine coverage.
- Ergonomics programs limited to specific problem jobs—not facility-wide.
- Improved Quick Fix—option to fix obvious problems without adopting full ergonomics program.
- Improved grandfather clause to make it easier to continue ergonomics programs already in place.
- Basic screening tool, a simple and specific two-page checklist, reduces the number of jobs requiring job hazard analysis, better targeting resources to higher risk jobs.
- Share in savings of \$27,700 for each severe MSD prevented, \$7,000 for each less serious injury avoided.
- Easy option for providing information to employees on MSDs and description of the ergonomics standard provisions for employees (Appendices A and B).
- List of tools to use for job hazard analysis; use any of these checklists and be certain that the analysis meets OSHA requirements.
- Simple checklist for analyzing and controlling jobs involving computer use (Appendix D-2).



- Lengthened compliance deadlines—up to four years to install permanent controls to fix problem jobs.
- Shorter time (90 days instead of 6 months) to replace earnings for injured workers recovering on light duty or at home from work-related MSDs.
- No recordkeeping requirements for businesses with fewer than 11 employees.