



## Ergonomics Standard Title 8, General Industry Safety

### Loss Control Bulletin

**Repetitive Motion Injuries** (Article 106. Ergonomics, Section 5110, (a) through (c)).

**a. Scope and application.** This section shall apply to a job, process, or operation, where a repetitive motion injury (RMI) has occurred to more than one employee under the following conditions:

- (1) **Work related causation.** The repetitive motion injuries (RMIs) were predominantly caused (i.e., 50% or more) by a repetitive job, process, or operation;
- (2) **Relationship between RMIs at the workplace.** The employees incurring the RMIs were performing a job process, or operation of identical work activity. Identical work activity means that the employees were performing the same repetitive motion task, such as but not limited to work processing, assembly, or loading;
- (3) **Medical requirements.** The RMIs were musculoskeletal injuries that a licensed physician objectively identified and diagnosed; and
- (4) **Time requirements.** The number of RMIs that were reported by employees in the last 12 months, but not before July 3, 1997.

Exemption: Employers with nine or fewer employees.

**b. Program designed to minimize RMIs.** Every employer subject to this section shall establish and implement a program designed to minimize RMIs.

The program shall include a worksite evaluation, control of exposures that have caused RMIs, and training of employees.

- (1) **Worksite evaluation.** Each job, process, or operation of identical work activity covered by this section or a representative number of such jobs, processes, or operations of identical work activities shall be evaluated for exposures that have caused RMIs.
- (2) **Control of exposures which have RMIs.** Any exposures that caused RMIs shall, in a timely manner, be corrected, or if not capable of being corrected have the exposures minimized to the extent feasible. The employer shall consider engineering controls, such as workstation redesign, adjustable fixtures or tool redesign, and administrative controls, such as job rotation, work pacing, or work breaks.
- (3) Training. Employees shall be provided training that includes an explanation of:
  - (A) The employer's program.
  - (B) The exposures that have been associated with RMIs.
  - (C) The symptoms and consequences of injuries caused by repetitive motion;
  - (D) (D) The importance of reporting symptoms and injuries to the employer; and
  - (E) Methods used by the employer to minimize RMIs.



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**c. Satisfaction of an employer's obligation.** Measures implemented by an employer under subsection (b) (1), (b)(2), or (b)(3), shall satisfy the employer's obligations under that respective subsection, unless it is shown that a measure known, but not taken by the employer, is substantially certain to cause a greater reduction in such injuries and that his alternative measure would not impose additional unreasonable costs.