



Establishing New Baselines For Rehires

A common question to the T K Group asked is “***Can my company establish a new baseline for employees rehired at our company?***”

The answer: **yes.**

This recent letter from an OSHA Directorate addresses this frequently asked question:

February 15, 2000

Robert W. Leighton, Jr.
Maine Department of Labor
Bureau of Labor Standards
45 State House Station
Augusta, ME 04333-0045

Dear Mr. Leighton:

Thank you for your letter dated December 6, 1999 asking about the recording of a baseline measurement for both a company's hearing conservation program and for OSHA injury and illness recordkeeping purposes.

Scenario: An employee began work at company "A" and a baseline measurement was achieved and recorded for future comparison. This employee left the company to work for company "B" and later returned to company "A" six months later. Does the departure for six months have any bearing on the baseline measurement that company A measured when the employee was first with company "A"? Should the baseline be the original measurement or should company "A" perform another measurement to use as a baseline instead. Company "A" is concerned that the employee may have experienced a shift while not employed by them.

Answer: Company "A" should establish a new baseline measurement upon the worker's return to employment with company "A". This will satisfy the requirements under both 1910.95 and 1904.2.

We appreciate the opportunity to clarify these matters for you. I hope you find this information useful. If you have any further questions or comments, please contact the Division of Recordkeeping Requirements at: 202-693-1702.

Sincerely,

Cheryle A. Greenaugh
Director, Directorate of Information Technology

T K Group will establish a new baseline for rehired employees when notified upon request.

Authored by: Robert Williams, Au.D. | Director Audiology | T K Group, Inc.