

**OH Part 470. Employee Medical Records and Trade Secrets
Compared With
29 C.F.R. 1910.1020 Access To Employee Exposure and Medical Records**

Summary: OH Part 470. Employee Medical Records and Trade Secrets is identical to 29 C.F.R. 1910.1020 Access To Employee Exposure and Medical Records except for the following provisions shown in the comparison.

- Compliance with rules.
- Trade secrets; employee requests, procedures; discrimination complaints.

The comparisons show only those provisions where MIOSHA rules are different than OSHA or where MIOSHA rules are not included in 29 C.F.R.

****means there is a comparable OSHA rule to this paragraph

MIOSHA	OSHA
<p>R 325.3454 Compliance with rules. Rule 4. An employer is responsible for assuring compliance with these rules, except that the activities involved in complying with the access to medical records provisions of these rules may be carried out, on behalf of the employer, by a physician or other health care personnel in charge of employee medical records.</p>	<p>No comparable OSHA provisions</p>
<p>R 325.3472 Trade secrets; employee requests, procedures; discrimination complaints. Rule 22. (1) to (3)****</p> <p>(4) If trade secret information is provided to a health professional, employee, or designated representative, an employer may require, as a condition of access to the information, that the receiving party agree, in writing, not to use the trade secret information for the purpose of commercial gain and not to permit misuse of the trade secret information by a competitor or potential competitor of the employer.</p> <p>(5) An employer who is aggrieved by a determination of an employer to delete trade secret information may appeal the determination of the employer by filing a discrimination complaint pursuant to the provisions of section 65 of the act.</p>	<p>Equivalent</p> <p>No comparable OSHA provisions</p>

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