

OSHA - Compliance Assistance Specialist (CAS) Tampa Area Office

- **VPP Team Leader, Outreach, Alliance, Strategic Partnerships Coordinator**
 - 3 years in the current position
- **Compliance Safety and Health Officer (Industrial Hygienist), OSHA (2013-2022)**
 - Served for 9 years
- **Commissioned Military Officer, The United States Army Chemical Corps (2003-2012)**
 - Special operations for WMD-E
 - Some Positions held:
 - Battalion Future Operations Officer in Charge
 - Company Executive Officer
 - Special Operations Team Leader
 - Special Operations Analytical Team Leader
- **Education and Certifications**
 - MBA
 - Studied Biomedical Science
 - United States Army, Chemical Corps, Chemical, Biological, Radiological, Nuclear, and Explosives (CBRN-E) Officer training
 - Tech Escort Trained / Certified
 - Extensive Occupational Health and Safety Training
 - Military Leadership Training



Disclaimer:

This information has been developed by an OSHA Compliance Assistance Specialist and is intended to assist employers, workers, and others improve workplace health and safety. While we attempt to thoroughly address specific topics or hazards, it is not possible to include discussion of everything necessary to ensure a healthy and safe working environment in this presentation. This information is a tool for addressing workplace hazards and is not an exhaustive statement of an employer's legal obligations, which are defined by statute, regulations, and standards. This document does not have the force and effect of law and is not meant to bind the public in any way. This document is intended only to provide clarity to the public regarding existing requirements under the law or agency policies. It does not create or diminish legal obligations under the Occupational Safety and Health Act. Finally, OSHA may modify rules and related interpretations in light of new technology, information, or circumstances; to keep apprised of such developments, or to review information on a wide range of occupational safety and health topics, you can visit OSHA's website at www.osha.gov.

ASSP
Tampa, FL
01-15-2025

OSHA Update

Olja Correa

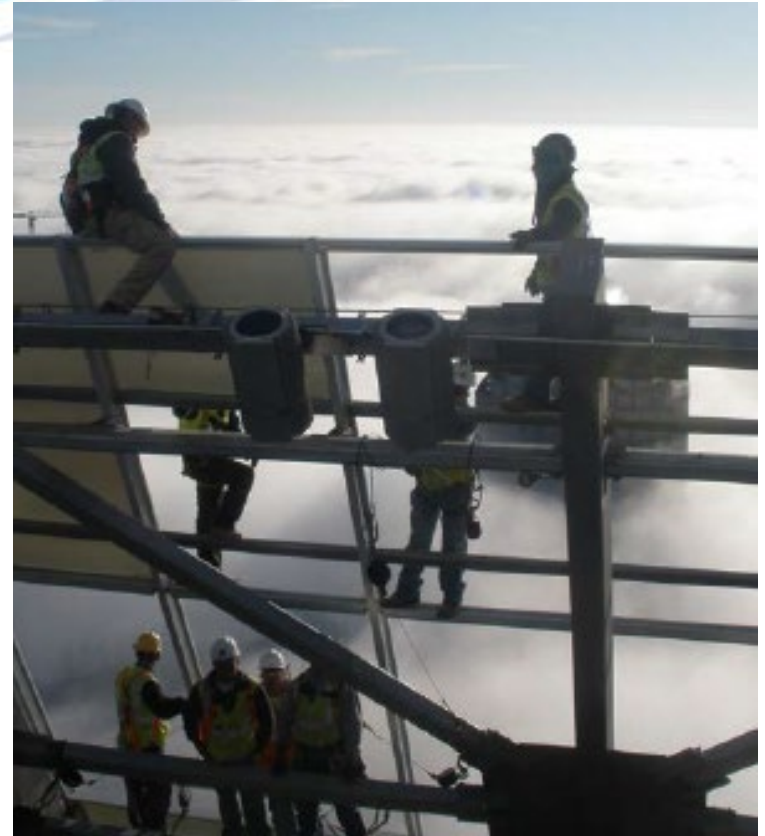
**Compliance Assistance Specialist
Occupational Safety and Health Administration**

OSHA's Continuing Mission

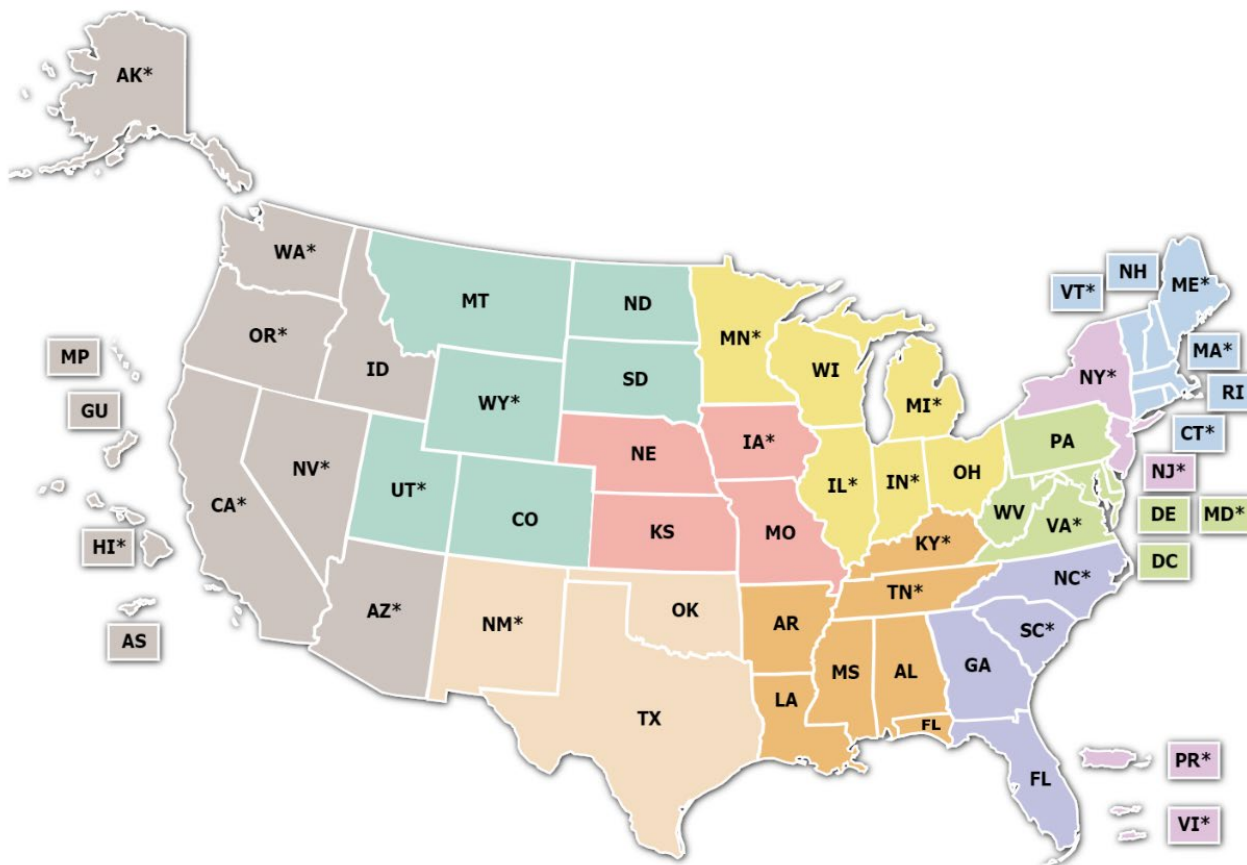
- OSHA and its state partners, coupled with efforts of employers, safety & health professionals, unions and advocates, have helped **dramatically reduce** workplace injuries and illnesses.
- Worker fatalities in America are **down**— on average, from 38 workers a day in 1970 to **15** a day in **2022**.
- Worker injuries and illnesses are **down**— from 10.9 incidents per 100 workers in 1972 to **3.7** per 100 in **2022**.

OSHA's Mission

- Setting and enforcing standards
- Enforcing anti-retaliation laws
- Providing training, outreach, education and assistance
- Working collaboratively with state programs and ensuring they are at least as effective as federal OSHA



How OSHA is Organized



OSHA Regional Offices

- [Boston](#)
- [New York City](#)
- [Philadelphia](#)
- [Atlanta](#)
- [Chicago](#)
- [Dallas](#)
- [Kansas City](#)
- [Denver](#)
- [San Francisco](#)
- [Birmingham](#)

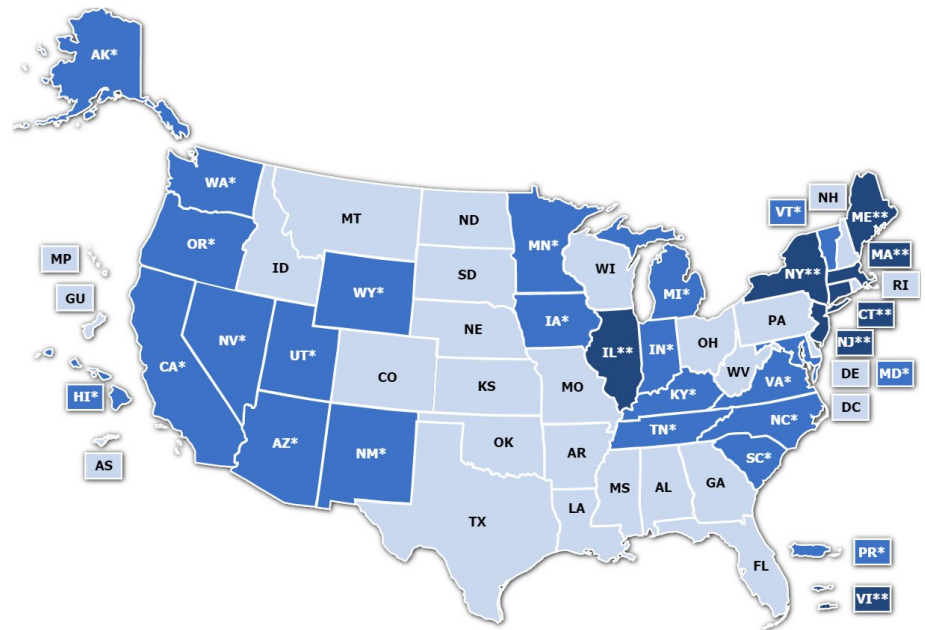
Regional and Area Office Functions

- Inspections
- Compliance Assistance
- Outreach
- Training
- Penalty Collection
- Abatement Assurance



State Plans

- 22 State Plans covering private sector and state/local government workers
- 7 State Plans covering only state/local government workers
- State Plans must be at least as effective as federal OSHA



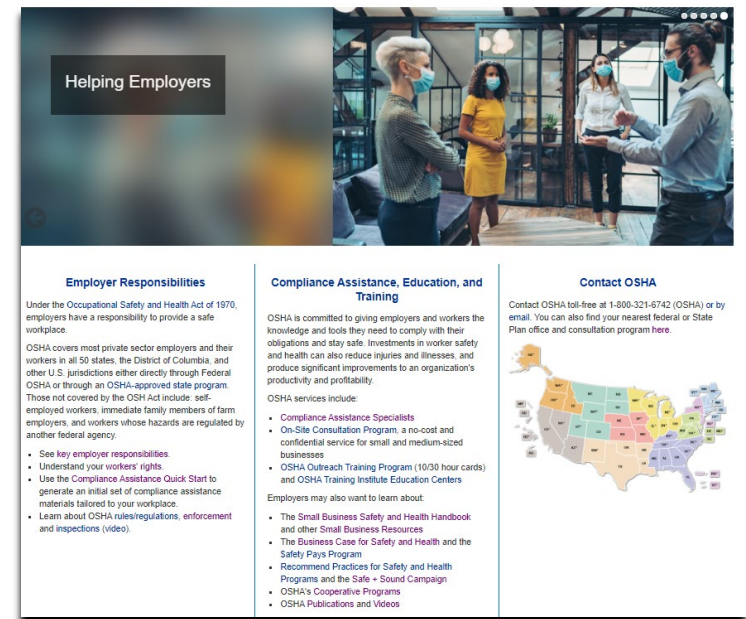
State Plans Benefits

Benefits of State Plans:

- Protection for government workers
- Meets local needs
- More efficient, flexible, and innovative
- Utilizes state resources
- More control for state governments

Employer Responsibilities

- Provide a workplace free from serious recognized hazards (OSH Act general duty clause)
- Comply with applicable OSHA standards
- Provide safety training required by OSHA standards in a way that workers can understand
- Post the OSHA poster, report fatalities and severe injuries, and comply with injury/illness recordkeeping requirements



The screenshot shows the 'Helping Employers' page on the OSHA website. It features a header image of four people in a modern office setting, all wearing face masks. Below the header, the page is organized into three main columns of content.

Helping Employers

Employer Responsibilities

Under the Occupational Safety and Health Act of 1970, employers have a responsibility to provide a safe workplace.

OSHA covers most private sector employers and their workers in all 50 states, the District of Columbia, and other U.S. jurisdictions either directly through Federal OSHA or through an OSHA-approved state program. Those not covered by the OSH Act include: self-employed workers, immediate family members of farm employers, and workers whose hazards are regulated by another federal agency.

- See key employer responsibilities.
- Understand your workers' rights.
- Use the Compliance Assistance Quick Start to generate an initial set of compliance assistance materials tailored to your workplace.
- Learn about OSHA rules/regulations, enforcement and inspections (video).

Compliance Assistance, Education, and Training

OSHA is committed to giving employers and workers the knowledge and tools they need to comply with their obligations and stay safe. Investments in worker safety and health can also reduce injuries and illnesses, and produce significant improvements to an organization's productivity and profitability.

OSHA services include:


- Compliance Assistance Specialists
- On-Site Consultation Program, a no-cost and confidential service for small and medium-sized businesses
- OSHA Outreach Training Program (10/30 hour cards) and OSHA Training Institute Education Centers

Employers may also want to learn about:

- The Small Business Safety and Health Handbook and other Small Business Resources
- The Business Case for Safety and Health and the Safety Pays Program
- Recommend Practices for Safety and Health Programs and the Safe + Sound Campaign
- OSHA's Cooperative Programs
- OSHA Publications and Videos

Contact OSHA

Contact OSHA toll-free at 1-800-321-6742 (OSHA) or by email. You can also find your nearest federal or State Plan office and consultation program here.



www.osha.gov/employers

OSHA Poster – It's the Law!

- It's free and required
- Employers must display in a conspicuous location
- Available in several languages
- State Plans may have their own versions



The poster features the OSHA logo at the top left, with the text 'Occupational Safety and Health Administration' below it. To the right, the title 'Job Safety and Health IT'S THE LAW!' is prominently displayed. The main body of the poster is divided into two columns of bullet points. The left column lists the rights of all workers, and the right column lists the responsibilities of employers. At the bottom left, there is a green box with the text 'Contact OSHA. We can help.' and a small note stating 'This poster is available free from OSHA.' At the bottom right, there is an illustration of three workers in safety gear, one pushing a cart. The footer contains the contact information: '1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov'.

OSHA
Occupational Safety and Health Administration

Job Safety and Health IT'S THE LAW!

All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of these rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

Contact OSHA. We can help.

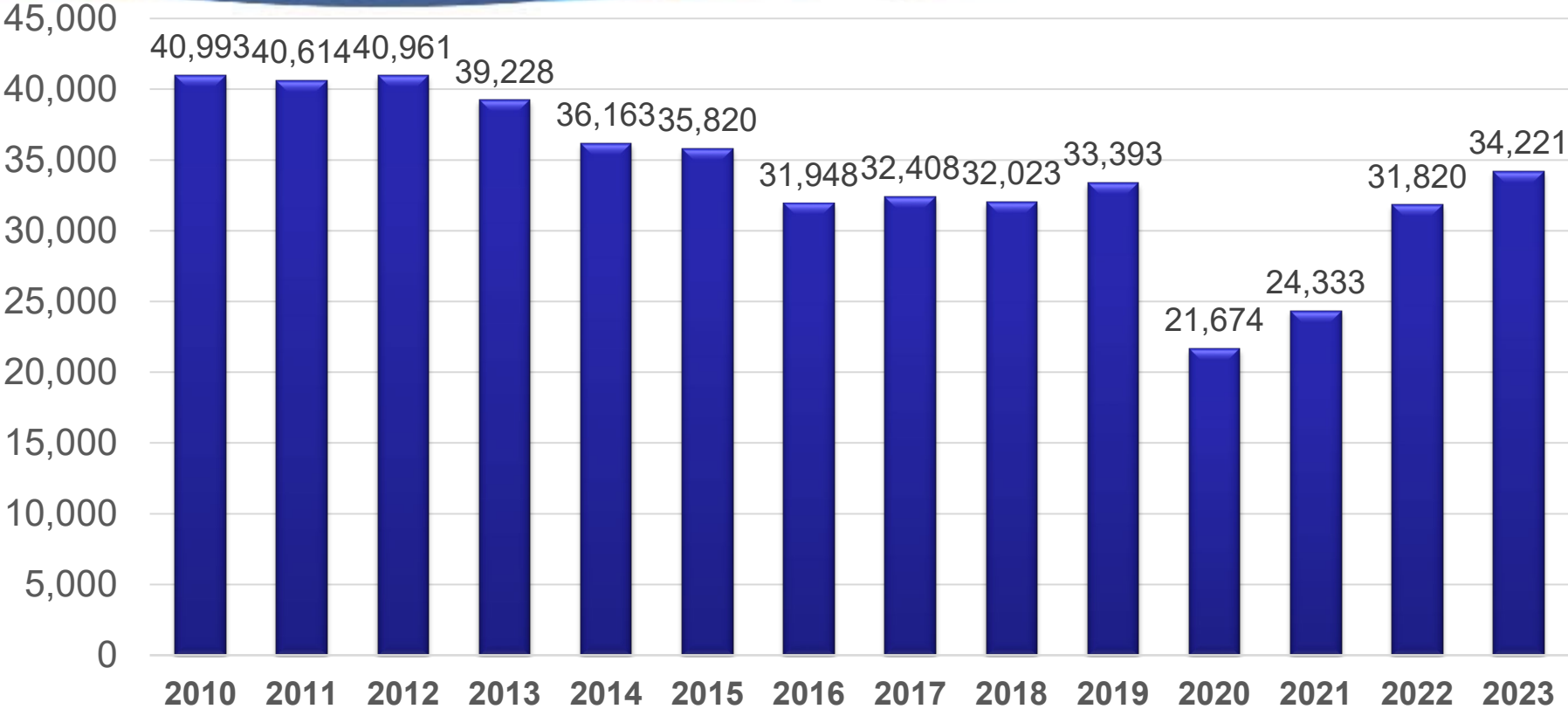
1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

OSHA Enforcement



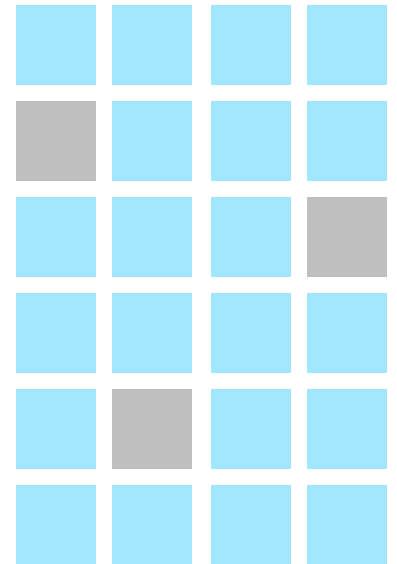
OSHA sets enforcement policy and targeted inspection programs, and responds to fatalities, catastrophes and complaints.

Inspections by Federal OSHA



Inspection Types

- Unprogrammed inspections
- Programmed inspections



Unprogrammed Activity

- Imminent Danger
- Fatality/Catastrophe
- Complaints/Referrals



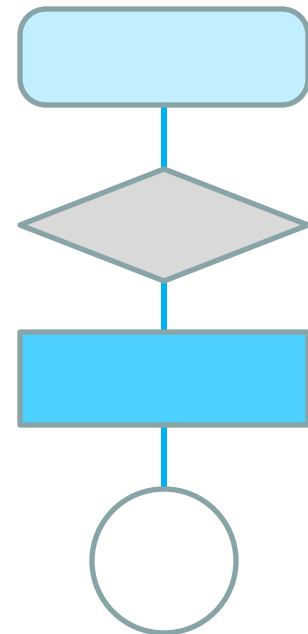
Programmed Activity

- Special Emphasis Programs
- Site-Specific Targeting

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The Inspection Process

- Opening Conference
- Walkaround
- Closing Conference
- Contest/Resolution



Violation Elements

- Applicable Standard
- Existence of Hazard
- Exposure to Hazard
- Employer Knowledge

U.S. Department of Labor
Occupational Safety and Health Administration

Inspection Number: 1048086
Inspection Date(s): 03/18/2015 - 07/14/2015
Issuance Date: 09/15/2015

Citation and Notification of Penalty

Company Name: U.S. Postal Service, dba U.S. Postal Service
Inspection Site: 204 Fairforest Way, Greenville, SC 29607

Citation 2 Item 1 Type of Violation: **Willful**

29 CFR 1910.176(a): Where mechanical handling equipment was used, sufficient safe clearances were not allowed for aisles, at loading docks, through doorways or wherever turns or passage had to be made.

a) Worksite: Aisle ways throughout the building used by powered industrial trucks (PITs) and personnel are blocked by containers of mail and equipment, restricting traffic flow. The lack of space around the equipment exposes pedestrians to struck-by hazards by PITs and other equipment.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must be Abated:
Proposed Penalty: \$70000.00

09/28/2015
\$70000.00

Darlene Fennell
Darlene Fennell
Area Director


See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.
Citation and Notification of Penalty Page 9 of 11 OSHA-2

Violation Classification

- Other-than-Serious
- Serious
- Repeated
- Willful
- Failure to Abate

U.S. Department of Labor
Occupational Safety and Health Administration

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Area Director

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Citation and Notification of Penalty Page 9 of 11 OSHA-2

Top 10 Violations: FY 2024

Most frequently cited OSHA standards during FY 2024 inspections:

1. Fall Protection – General Requirements (1926.501)
2. Hazard Communication (1910.1200)
3. Ladders (1926.1053)
4. Respiratory Protection (1910.134)
5. Lockout/Tagout (1910.147)
6. Powered Industrial Trucks (1910.178)
7. Fall Protection – Training Requirements (1926.503)
8. Scaffolds (1910.451)
9. Eye and Face Protection (1926.102)
10. Machine Guarding (1910.212)



CONSTRUCTION INDUSTRY

Top 10 Violations in FY 2023

Most frequently cited OSHA standards during FY 2023 construction inspections:*

1. Fall Protection – General Requirements (1926.501)
2. Ladders (1926.1053)
3. Scaffolding (1926.451)
4. Fall Protection – Training (1926.503)
5. Eye and Face Protection (1926.102)
6. Head Protection (1926.100)
7. General Safety and Health Provisions (1926.20)
8. Abatement Verification (1903.19)
9. Specific Excavation Requirements (1926.651)
10. Aerial Lifts (1926.453)

Top Ten Violations in General Industry FY 2023

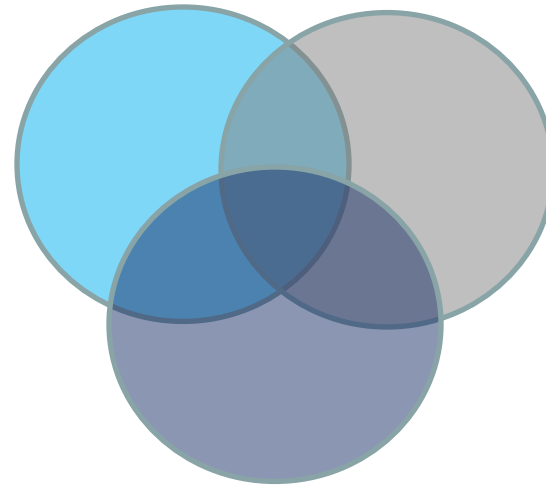
1. **Hazard Communication (1910.1200)**
2. **Powered Industrial Trucks (1910.178)**
3. **Respiratory Protection (1910.134)**
4. **General Requirements, Electrical (1910.303)**
5. **Wiring methods, components, and equipment for general use (1910.305)**
6. **Maintenance, safeguards, and operational features for exit routes (1910.37)**
7. **Control of Hazardous Energy, Lockout/Tagout (1910.147)**
8. **Portable Fire Extinguishers (1910.157)**
9. **General Requirements, Personal Protective Equipment (1910.132)**
10. **OSH Act- General Duty Clause**

OSHA Penalty Levels: 2025

Type of Violation	New Maximum
<ul style="list-style-type: none">• Serious and• Other-Than-Serious• Posting Requirements	\$16,550 per violation
Willful or Repeated	\$165,514 per violation
Failure to Abate	\$16,550 per day beyond the abatement date

Penalty Adjustment Factors

- History
- Good Faith
- Size



Safety Pays

- Workplace injuries and fatalities cost our economy **\$167 billion** in 2022. (NSC Injury Facts)
- Even one workplace injury can have a huge financial impact on small businesses
- Employers with good safety records attract and retain good employees



Recordkeeping Forms

- **OSHA Form 300** – Log of Work-Related Injuries and Illnesses
- **OSHA Form 301** – Injury and Illness Incident Report
- **OSHA Form 300A** – Summary of Work-Related Injuries and Illnesses. This form must be posted from Feb. to April every year.

Submitting Injury and Illness Data to OSHA

- Certain establishments must electronically submit information from their previous calendar year's forms via OSHA's secure **Injury Tracking Application (ITA)**
- Establishments covered by federal OSHA may use the agency's coverage application to determine whether they must report.



Reporting Fatalities and Severe Injuries

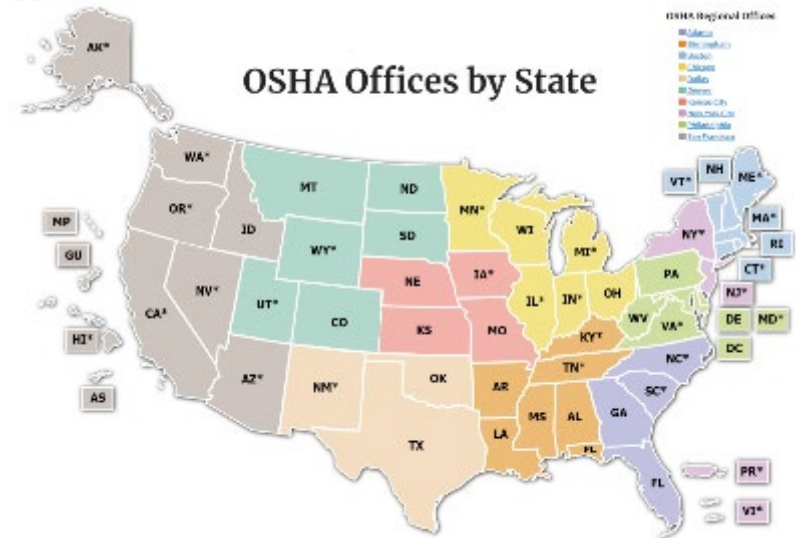
- All employers are required to notify OSHA when an employee is **killed** on the job or suffers a work-related **hospitalization, amputation, or loss of an eye**.
- A fatality must be reported **within 8 hours**.
- An in-patient hospitalization, amputation, or eye loss must be reported **within 24 hours**.



www.osha.gov/report

How to Report Fatalities and Severe Injuries

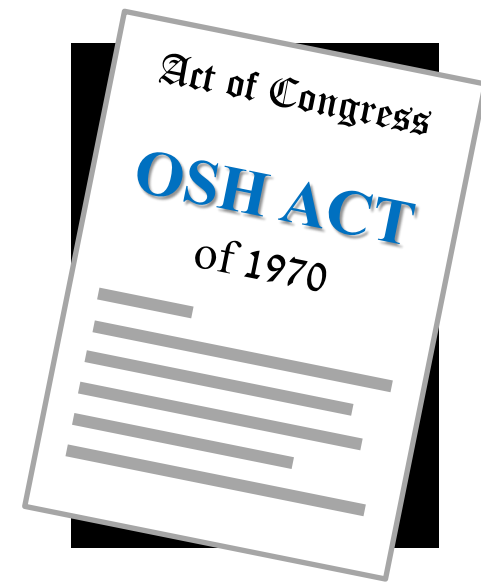
- During business hours, call the nearest OSHA office
- Or call the OSHA 24-hour hotline 1-800-321-6742 (OSHA)
- Or report online at [osha.gov/report](https://www.osha.gov/report)



Worker Rights

Employees have the right to:

- Report **unsafe conditions and injuries** to management or OSHA
- Assist an **OSHA investigation**
- Request **Training**
- Request **PPE**



OSHA publications for every workplace training need



[osha.gov/publications](https://www.osha.gov/publications)

Spanish-Language Resources

- OSHA Webpage
- OSHA Poster
- Publications
- Videos
- 800 Number
- Dictionaries

Todo sobre la
OSHA[®]
Administración de Seguridad y Salud Ocupacional
Departamento de Trabajo de los EE. UU.
www.osha.gov

Seguridad y Salud en el Trabajo
¡ES LA LEY!



Todos los trabajadores tienen el derecho a:

- Un lugar de trabajo seguro.
- Decir algo a su empleador o la OSHA sobre preocupaciones de seguridad o salud, o reportar una lesión o enfermedad en el trabajo, sin sufrir represalias.
- Recibir información y entrenamiento sobre los peligros del trabajo, incluyendo sustancias tóxicas en su sitio de trabajo.
- Pedirle a la OSHA inspeccionar su lugar de trabajo si usted cree que hay condiciones peligrosas o insalubres. Su información es confidencial. Algun representante suyo puede comunicarse con OSHA a su nombre.
- Participar lo su representante puede participar en la inspección de OSHA y hablar en privado con el inspector.
- Presentar una queja con la OSHA dentro de 30 días (por teléfono, por internet, o por correo) si usted ha sufrido represalias por ejercer sus derechos.
- Ver cualquier citación de la OSHA emitida a su empleador.
- Pedir copias de sus registros médicos, pruebas que miden los peligros en el trabajo, y registros de lesiones y enfermedades relacionadas con el trabajo.

Este cartel está disponible de la OSHA para gratis.

Llame OSHA. Podemos ayudar.

1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

Los empleadores deben:

- Proveer a los trabajadores un lugar de trabajo libre de peligros reconocidos. Es ilegal discriminar contra un empleado quien ha ejercido sus derechos bajo la ley, incluyendo hablando sobre preocupaciones de seguridad o salud con la OSHA, o por reportar una enfermedad relacionada con el trabajo a la OSHA.
 - Cumplir con todas las normas de la OSHA.
 - Reportar a la OSHA todas las lesiones y todas hospitalizaciones, amputaciones y pérdida de un ojo dentro de 30 días.
 - Proporcionar el entrenamiento a los trabajadores en un idioma que ellos pueden entender.
 - Mostrar claramente este cartel de trabajo.
 - Mostrar las citaciones de la OSHA en el lugar de la violación alegada.
- Los empleadores de tamaño pequeño pueden recibir ASISTENCIA GRATUITA y corregir los peligros sin costas de los programas de consulta por la OSHA en cada estado.

PROTEJA A LOS TRABAJADORES DENTRO DE ZANJAS

Evite los derrumbes de zanjas y salve vidas:

INCLINE o construya bancos en las paredes de zanjas,

APUNTALE las paredes de zanjas con soportes, o

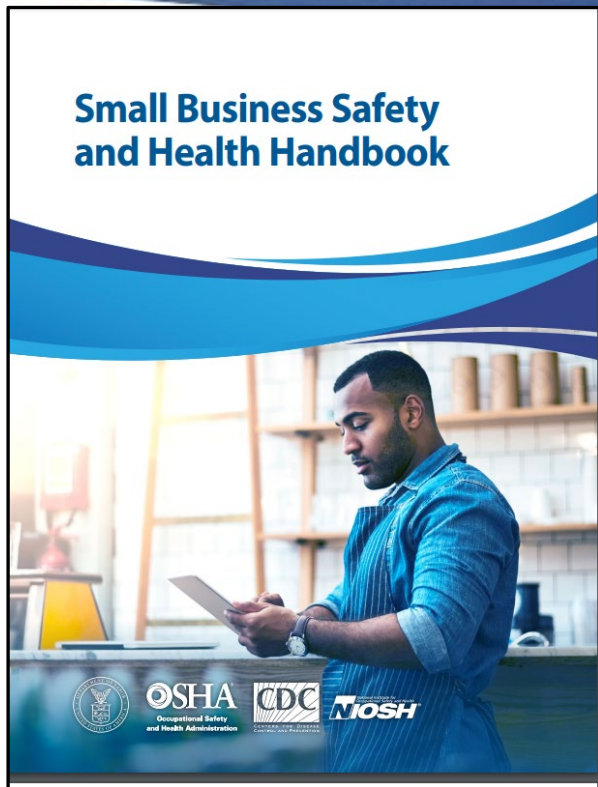
PROTEJA las paredes de zanjas con cajas de zanjas



OSHA[®]
Administración de Seguridad y Salud Ocupacional

WWW.OSHA.GOV/TRENCHING • 800-321-OSHA (6742) • TTY 877-889-5627

Help for Small Businesses: Publications



osha.gov/publications

OSHA[®] Occupational Safety and Health Administration

FY 2025 Outreach Events

- **Stand-Up 4 Grain Safety Week** (March 24-28, 2025)
- **Heat Illness Prevention Campaign** (Spring-Fall 2025)
- **National Work Zone Awareness Week** (April 21-25, 2025)
- **Fall Prevention Stand-Down** (May 5-9, 2025)
- **Safe + Sound Week** (August 11-15, 2025)
- **Suicide Prevention Awareness Month** (Sept. 2025)

Safe + Sound Campaign

- **Goal: Every workplace should have a safety and health program** that includes management leadership, worker participation, and a systematic approach to finding and fixing hazards.
- Good for workers and businesses' **bottom line**
- Targets **small and medium-sized** businesses
- Safe + Sound Week is second full week in August – this year it will be August 11-15, 2025 and the theme is emergency preparedness

SAFE + SOUND



www.osha.gov/safeandsound

OSHA[®] Occupational
Safety and Health
Administration

OSHA Regulatory Agenda Fall 2024

What is the Regulatory Agenda?

- **Regulatory Agenda** informs public of federal agencies' regulatory priorities
 - Published twice a year in Spring and Fall in [Reginfo.gov](https://www.reginfo.gov)
- **Regulatory Plan** (published as part of Fall Agenda) has more details about the most significant regulatory actions

Regulatory Agenda Components

- **Current Regulatory Agenda**

- Pre-Rule Actions
- Proposed Rules
- Final Rules

- **Long-Term Actions**

- Items for which agency does not expect to have regulatory action within a year
- Appears on separate list in [Reginfo.gov](https://www.reginfo.gov)

Regulatory Agenda Entry Example



OFFICE of INFORMATION and REGULATORY AFFAIRS
OFFICE of MANAGEMENT and BUDGET
EXECUTIVE OFFICE OF THE PRESIDENT

Reginfo.gov

U.S. General Services Administration

Search: Agenda Reg Review ICR

[Home](#) | [Unified Agenda](#) | [Regulatory Review](#) | [Information Collection Review](#) | [FAQs / Resources](#) | [Contact Us](#)

View Rule

[View EO 12866 Meetings](#)

[Printer-Friendly Version](#)

[Download RIN Data in XML](#)

DOL/OSHA

RIN: 1218-AC81

Publication ID: Fall 2024

Title: Amendments to the Cranes and Derricks in Construction Standard

Abstract:

Occupational Safety and Health Administration (OSHA) is proposing corrections and amendments to the final standard for cranes and derricks published in August 2010. The standard has a large number of provisions designed to improve crane safety and reduce worker injury and fatality. The proposed amendments: correct references to power line voltage for direct current (DC) voltages as well as alternating current (AC) voltages; broaden the exclusion for forklifts carrying loads under the forks from "winch or hook" to a "winch and boom"; clarify an exclusion for work activities by articulating cranes; provide four definitions inadvertently omitted in the final standard; replace "minimum approach distance" with "minimum clearance distance" throughout to remove ambiguity; clarify the use of demarcated boundaries for work near power lines; correct an error permitting body belts to be used as a personal fall arrest system rather than a personal fall restraint system; replace the verb "must" with "may" used in error in several provisions; correct an error in a caption on standard hand signals; and resolve an issue of "NRTL-approved" safety equipment (e.g., proximity alarms and insulating devices) that is required by the final standard, but is not yet available.

Agency: Department of Labor(DOL)

Priority: Other Significant

RIN Status: Previously published in the Unified Agenda

Agenda Stage of Rulemaking: Proposed Rule Stage

Major: Undetermined

Unfunded Mandates: No

CFR Citation: [29 CFR 1926](#)

Legal Authority: [29 U.S.C. 655\(b\)](#)

Legal Deadline: None

Timetable:

Action	Date	FR Cite
NPRM	06/00/2025	



Final Rule Stage

- Personal Protective Equipment in Construction
- Powered Industrial Trucks Design Standard Update
- Procedures for Handling Retaliation Complaints under the:
 - Whistleblower Protection Statutes
 - Anti-Money Laundering Act
 - Criminal Antitrust Anti-Retaliation Act
- Occupational Exposure to COVID-19 in Healthcare Settings
- Procedures for the Use of Administrative Subpoenas

PPE in Construction

- Updated PPE requirements for the construction industry to state explicitly that PPE must fit workers properly.
- **Final Rule** issued December 12, 2024 and effective January 13, 2025.

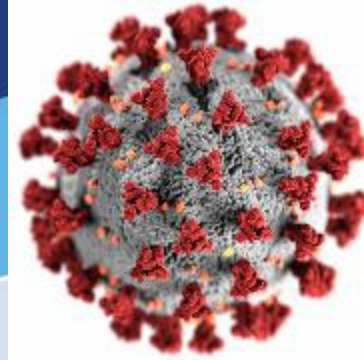


Powered Industrial Trucks – Design Standard Update



- Proposal to update the reference in the powered industrial trucks standard (1910.178) to consensus standard provisions related to the design and construction of powered industrial trucks.
- Continuation of an on-going effort to update references to consensus standards.
- **Final Rule expected** in February 2025.

Occupational Exposure to COVID-19 in Healthcare Settings



- In June 2021, OSHA issued an emergency temporary standard (ETS) to address the grave danger of COVID-19 in healthcare workplaces.
- On December 27, 2021, OSHA withdrew the non-recordkeeping provisions of the ETS.
- On January 15, 2025, OSHA terminated this rulemaking and will focus on the infectious disease rulemaking.
- Recordkeeping provisions of the ETS are unchanged.

Retaliation Complaints Under Whistleblower Protection Statutes

- Updating procedures to handle and investigate retaliation complaints under several whistleblower protection statutes to ensure consistency and provide uniform standards for procedural issues.
- **Interim Final Rule expected** in January 2025.

Retaliation Complaints Under the Anti-Money Laundering Act

- Publishing procedures to handle and investigate complaints under the Anti-Money Laundering Act (AMLA) of 2020, which prohibits employers from retaliating against certain whistleblowers who report potential money laundering-related violations or assist in investigations.
- **Interim Final Rule expected** in January 2025.

Retaliation Complaints Under Criminal Antitrust Anti-Retaliation Act

- Publishing procedures to handle and investigate complaints under the Criminal Antitrust Anti-Retaliation Act (CAARA) of 2019, which prohibits employers from retaliating against certain whistleblowers who report criminal antitrust violations or assist in investigations.
- **Final Rule expected** in March 2025.

Procedures for the Use of Administrative Subpoenas

- OSHA will publish a rule on the use of subpoenas during investigations to provide clarity on the process and promote transparency and uniform practices across the agency.
- **Interim Final Rule expected in June 2025.**

Proposed Rule Stage

- Infectious Diseases
- Cranes and Derricks in Construction Amendments
- Shipyard Fall Protection
- Communication Towers
- Emergency Response
- Lock-out/Tag-out Update
- Tree Care
- Workplace Violence in Healthcare and Social Assistance
- Welding in Construction Confined Spaces
- Walking Working Surfaces
- Silica- Revisions to Medical Surveillance Provisions for Removal Protection
- Heat Illness Prevention
- Rapid REDON Fit-Testing Protocol

Infectious Diseases



- Employees in health care and other high-risk environments face long-standing infectious disease hazards
- OSHA is examining regulatory alternatives for control measures to protect employees in certain workplaces from infectious disease exposures to pathogens that can cause significant disease.
- **Proposed Rule expected** in January 2025.

Cranes and Derricks in Construction Amendments



- Proposing various corrections and amendments to the cranes and derricks standard issued in 2010.
- **Proposed Rule expected** in June 2025.

Shipyard Fall Protection



- Existing 29 CFR 1915, Subpart E: Scaffolds, Ladders and Other Working Surfaces, is not comprehensive and does not reflect national consensus standards
- **Proposed Rule expected** in August 2025.

Communication Towers



- The communication tower industry has a high fatality rate, and construction activity in this industry is increasing.
- Communication tower construction and maintenance activities may not be adequately covered by current OSHA fall protection and personnel hoisting standards.
- OSHA completed the Small Business Regulatory Enforcement Fairness Act (SBREFA) process in October 2018.
- **Proposed Rule expected** in October 2025.

Emergency Response



- On February 5, 2024, OSHA issued a Notice of Proposed Rulemaking for Emergency Response, as existing OSHA standards do not:
 - Address the full range of hazards or concerns facing emergency responders,
 - Reflect major developments in safety and health practices incorporated into industry consensus standards.
 - Reflect major changes in performance specifications for protective clothing and equipment.
- OSHA accepted public comments through July 22, 2024, and held a multiday informal public hearing in November and December 2024.
- OSHA expects to **analyze public comments** by June 2025.

Lock-Out/Tag-Out



- Technological advancements using computer-based controls of hazardous energy (e.g., mechanical, electrical, etc.,) are more prevalent and conflict with the current standard.
- Computer-based controls are accepted internationally and harmonized through consensus standards.
- OSHA issued a request for information (RFI) in May 2019 to understand the strengths and limitations of this new technology, and potential hazards to workers.
- **Proposed Rule expected** in September 2025.

Tree Care Standard



- No OSHA standard for this high-hazard industry; OSHA uses multiple standards to address serious hazards.
- Tree care industry previously petitioned the agency for rulemaking.
- OSHA issued an advanced notice of proposed rulemaking (ANPRM) in September 2008 and completed a Small Business Regulatory Enforcement Fairness Act (SBREFA) panel in May 2020.
- **Proposed Rule expected** in April 2025.

Workplace Violence in Health Care and Social Assistance



- Issued a request for information (RFI) in December 2016 outlining OSHA's history with the issue and requesting information from the health care community about the impact of workplace violence and prevention strategies.
- Petitioned by labor unions to issue a standard, which OSHA granted in January 2017.
- OSHA completed the Small Business Regulatory Enforcement Fairness Act (SBREFA) process on May 1, 2023.
- **Proposed Rule expected** in June 2025.

Welding in Construction Confined Spaces

- Proposing to amend the Welding and Cutting Standard in construction to eliminate any perceived ambiguity about the definition of "confined space" for welding activities in construction.
- **Proposed Rule expected in May 2025.**



Walking-Working Surfaces



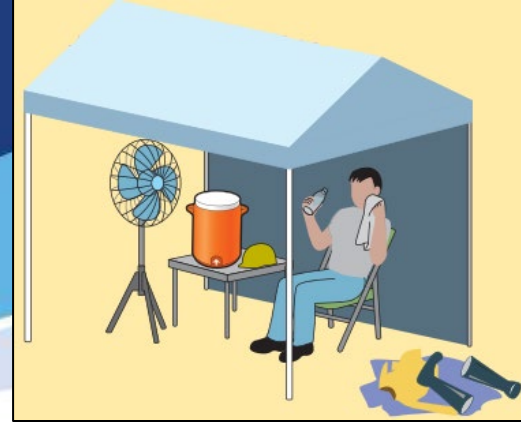
- In response to feedback that some provisions of the 2016 final rule are unclear, OSHA plans to:
 - Correct a formatting error in Table D-2 (Stairway Handrail Requirements), and
 - Revise language on stair rail systems requirements to make them clearer and reflect OSHA’s original intent.
- OSHA issued a Notice of Proposed Rulemaking in 2021 and **expected to reopen the rulemaking record** in December 2024.

Silica - Medical Removal Protection

- OSHA's silica standards (construction and general industry/maritime) do not provide for medical removal protection.
- Industry and labor petitioned for review.
- A federal court concluded OSHA did not adequately explain the omission and sent it back to OSHA for consideration.
- **Proposed Rule expected** in September 2025.



Heat Illness Prevention



- OSHA relies on the General Duty Clause (OSH Act Section 5(a)(1)) to protect workers from heat hazards indoor and outdoor work settings; several states have issued heat protection rules.
- OSHA concluded the Small Business Regulatory Enforcement Fairness Act (SBREFA) process on November 3, 2023.
- OSHA issued a Notice of Proposed Rulemaking on August 30, 2024, and accepted public comments through January 14, 2025.
- OSHA is **analyzing public comments** and will hold an informal public hearing beginning June 16, 2025.

Rapid REDON Fit-Testing Protocol

- OSHA determining whether to approve a new quantitative fit-testing protocol pursuant to procedure in Appendix A of the Respiratory Protection Standard (1910.134).
- **Proposed Rule expected in June 2025.**

OSHA: Pre-Rule Stage

- Process Safety Management
- Mechanical Power Presses
- Blood Lead Level for Medical Removal

Process Safety Management (PSM)

- Issued a Request for Information (RFI) in 2013 identifying issues related to modernizing PSM (29 CFR 1910.119) and related standards to prevent major chemical accidents.
- Completed the Small Business Regulatory Enforcement Fairness Act (SBREFA) process in August 2016 and a Stakeholder Meeting in October 2022.
- OSHA expected to **analyze public comments** by December 2024.

Mechanical Power Presses Update

- Current standard is 40 years old and does not address technological changes or the use of hydraulic or pneumatic presses.
- Issued a Request for Information (RFI) in July 2021 on whether and how to update the standard.
- OSHA is expected to **analyze public comments** by July 2025.



Blood Lead Level for Medical Removal



- Issued an Advanced Notice of Proposed Rulemaking (ANPRM) in June 2022 on reducing the Blood Lead Level (BLL) triggers in the medical surveillance and removal protection provisions and modifying other requirements.
 - Recent medical findings indicate that BLL lower than the current triggers in adults can result in adverse health effects.
- OSHA is expected to **analyze public comments** by June 2025.

OSHA: Long-Term Actions

- **Injury and Illness Recordkeeping**
 - OSHA proposed to restore the Musculoskeletal Disorders (MSD) column to the OSHA 300 log.
- **Powered Industrial Trucks**
 - OSHA issued a Request for Information (RFI) on March 11, 2019 regarding PIT locations of use, maintenance, training, and operation.
- **Silica in Construction- Table 1**
 - OSHA is evaluating whether revisions to Table 1 of the silica standard for construction may be appropriate.


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- Free, confidential advice to small sized businesses
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The USF OTI Education Center has a focused curriculum that includes Outreach Training Program trainer courses and occupational safety and health standards courses in:

- General Industry,
- Maritime,
- Construction
- Disaster Site Worker Training

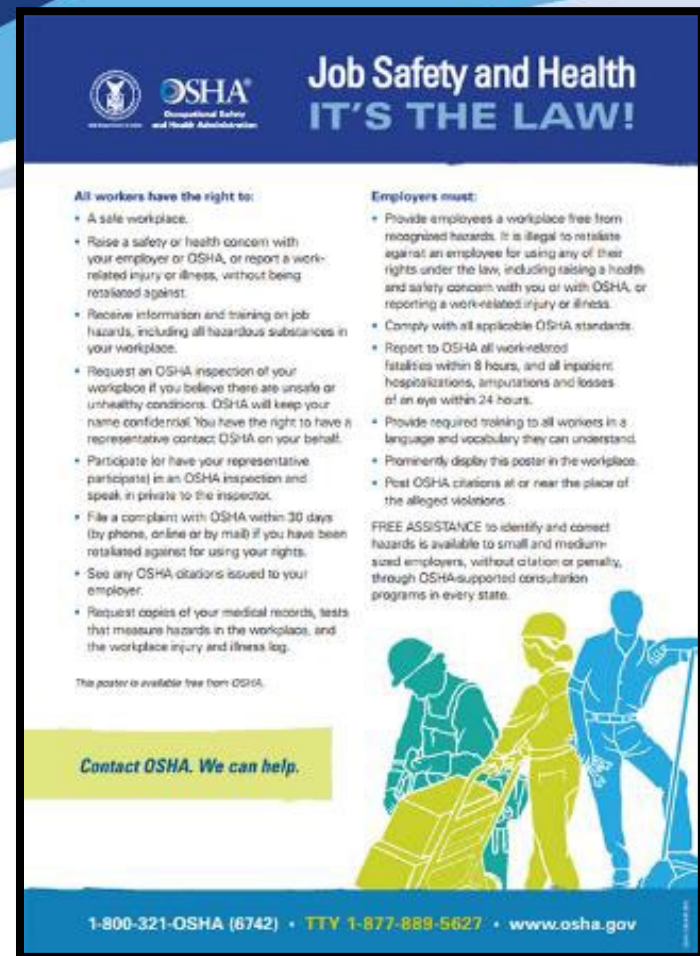
USF OTIEC also offers Hazardous Waste Operations and Emergency Response including the 8-Hour, 24-Hour, and 40-Hour classes. Other Technical courses include:

- ✓ Respiratory Protection
- ✓ Introduction to Industrial Hygiene
- ✓ Permit Required Confined Space
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- ✓ Electrical Safety
- ✓ Hazardous Materials
- ✓ Excavation, Trenching, Soil Mechanics
- ✓ Ergonomics



OSHA Poster – It's the Law!

- It's free and required
- Employers must display in a conspicuous location
- Available in several languages
- State Plans may have their own versions



The poster features the OSHA logo and the text "Job Safety and Health IT'S THE LAW!". It lists rights for workers and duties for employers. At the bottom, it provides contact information and a graphic of three workers in safety gear.

OSHA
Occupational Safety and Health Administration

Job Safety and Health IT'S THE LAW!

All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

The poster is available free from OSHA.

Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

Contact OSHA. We can help.

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- Toll-free hotline: 1-800-321-OSHA (6742)
- Submit email questions through OSHA's website at www.osha.gov
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