

Kansas Safety and Health Conference



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OSHA's Vision (1)

- Safety as a Core Value
 - We want to see safety and health as a core value in every workplace.
 - Safety is a fundamental right for every worker.
 - Safety must be an enterprise-wide value.

OSHA's Vision (2)

- Equity
 - Embedding equity in everything we do.
 - Ensure OSHA protections apply equally to all workers.
 - Help ensure underserved workers are in safe, healthy environments and feel safe in their work environment.



Enforcement (Current Actions)

- Updated Severe Violator Enforcement Program
 - Strengthens enforcement, improves compliance, reduces injuries and illnesses
 - Includes all hazards and OSHA standards, focuses on repeat offenders in all industries
- Trenching
 - 39 fatalities in 2022, compared to 15 in 2021
 - Implemented enhanced enforcement initiative in July 2022
 - Will issue criminal referrals when and where appropriate

Enforcement (Current Actions continued)

■ Heat

- Launched Heat NEP in April 2022.
- Allows inspectors to preemptively inspect in more than 70 industries.
- More than 2,100 federal heat NEP inspections since launch.

■ Falls NEP

- Prevent falls for people working at heights in all industries – including tree trimming, utility line work and window cleaning.
- Allows inspections whenever they observe someone working at heights.

Enforcement (Types of Inspections)

Programmed Inspections

- High-hazard workplaces and recalcitrant owners and employers
- Based on neutral criteria
- Local, regional and national special emphasis programs

Unprogrammed Inspections

- Initiated in response to:
 - Imminent danger situations
 - Fatalities and catastrophes
 - Worker complaints
 - Referrals

Inspection Process

- Phases of an inspection:
 - Present credentials
 - Opening conference
 - Walkaround
 - Closing conference
- Results
- Appeals

Heat Rulemaking

- Potential standard addresses indoor and outdoor work environments.
- Applies to general industry, construction, maritime and agriculture.
- OSHA will hold SBREFA panels in 2023 to gather views on potential effects on small businesses.

Improved Tracking of Workplace Injuries and Illnesses (1)

- What's new:
 - Establishments with 100 or more employees in specific high-hazard industries must submit more detailed information from Form 300 – Log of Work-related Injuries and Illnesses Incident Report.
 - Establishments must include their legal company name when making electronic submissions.
 - More injury data publicly available – personally identifiable information will not be published.

Improved Tracking of Workplace Injuries and Illnesses (2)

- Key dates:
 - Rule takes effect Jan. 1, 2024.
 - CY2023 records can be electronically submitted beginning Jan. 2, 2024.
 - CY2023 records must be electronically submitted by March 2, 2024

Personal Protective Equipment Fit Rulemaking

- Issued NPRM on July 17, 2023, to revise PPE standard in construction that requires PPE must fit workers properly.
- Improperly fitting PPE is particularly important for construction workers of various sizes, including some women.
- Revision would make construction standard consistent with general industry and maritime standards.

Mental Health

- Mental health, workplace stress and suicide are real, work-related hazards.
- Suicide is among the leading causes of death among working-age adults in the U.S.
- Suicide rate among construction workers is 3 ½ times higher than the general population.

OSHA and Mental Health

- Published a suicide awareness publication in English and Spanish on what to do if a co-worker may be at risk of suicide.
- Mental health is the focus of this year's Safe + Sound Campaign.
- Developed partnerships and alliances to help workers and employers prevent suicides.
- Training, guidance, other resources available on OSHA's page on workplace stress - [osha.gov/workplace-stress](https://www.osha.gov/workplace-stress).

Worker Rights

- By law, every worker has the right to:
 - A safe workplace.
 - Speak up about safety and health concerns without fear of retaliation.
 - Receive training in a language they understand.
 - Required safety equipment.
 - Report an injury or illness, request an OSHA inspection and speak to the inspector.

Employer Responsibilities

- Provide a workplace free of known safety and health hazards.
- Train workers in a language they understand.
- Prominently display the OSHA poster, “Job Safety and Health: It’s the Law.”
- Many employers with more than 10 workers are required to keep a record of serious work-related injuries and illnesses.

Whistleblower Protections

- OSHA enforces more than 20 whistleblower statutes that protect workers from retaliation for reporting violations.
- Employers cannot retaliate against workers for engaging in activities protected by whistleblower laws.
 - Examples: firing, laying off, demoting, denying overtime or promotion, or reducing pay or hours.

Ways to File a Whistleblower Complaint

- Online Whistleblower Compliant Form
- Fax/Mail/Email
- Telephone
- In person

* OSHA accepts complaints in any language. Contact your local OSHA regional or area office for assistance. Visit [whistleblowers.gov](https://www.whistleblowers.gov) for more information.

Training

- Many OSHA standards require training.
- Employers must train workers in a language they understand.
- Outreach Training 10- and 30-hour courses – basic hazard awareness classes delivered by OSHA-authorized trainers.
- OSHA Training Institute Education Centers – deliver training to public and private sectors in all industries.
- Susan Harwood Training Grants – awarded to non-profit organizations to develop training programs.

Compliance Assistance

- On-Site Consultation Program offers small businesses confidential occupational safety and health services.
 - Consultants help employers find and fix workplace hazards.
 - Get advice on complying with OSHA standards.
 - Help establish/improve safety and health programs and train workers.
 - Separate from enforcement; no penalties or citations issued.

Cooperative Programs

- On-Site Consultation Program
- Safety and Health Achievement Recognition Program (SHARP)
- Alliance Program
- Strategic Partnership Program
- Voluntary Protection Programs (VPP)
- OSHA Challenge

Compliance Assistance Specialists

- Help employers comply with OSHA standards, understand employer responsibilities and workers' rights.
- They are available for seminars, workshops, and speaking events.
- Raise awareness of OSHA initiatives.
- Help implement OSHA's cooperative programs.
- Visit [osha.gov/complianceassistance/cas](https://www.osha.gov/complianceassistance/cas) to find nearest CAS.

Labor Liaisons

- Each OSHA region has a labor liaison.
- Help workers and worker advocates:
 - Establish a relationship with OSHA.
 - Establish or update a workplace safety and health program.
- Visit [osha.gov/workers/liasons](https://www.osha.gov/workers/liasons) to find a Labor Liaison in your region.

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