

OSHA UPDATE

Ryan Hodge, CSP, CIH, MPH
Deputy Regional Administrator

Todd Underwood
Area Director

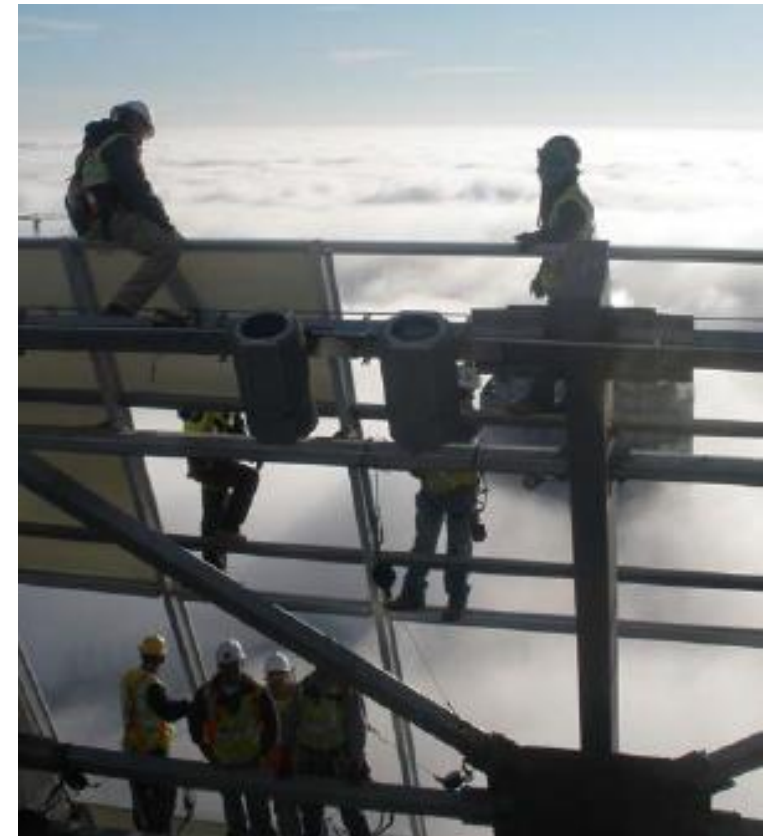
Occupational Safety and Health Administration

Disclaimer

- This information has been developed by an OSHA Compliance Assistance Specialist and is intended to assist employers, workers, and others as they strive to improve workplace health and safety. While we attempt to thoroughly address specific topics, it is not possible to include discussion of everything necessary to ensure a healthy and safe working environment in a presentation of this nature. Thus, this information must be understood as a tool for addressing workplace hazards, rather than an exhaustive statement of an employer's legal obligations, which are defined by statute, regulations, and standards. Likewise, to the extent that this information references practices or procedures that may enhance health or safety, but which are not required by a statute, regulation, or standard, it cannot, and does not, create additional legal obligations. Finally, over time, OSHA may modify rules and 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.

OSHA's Mission

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

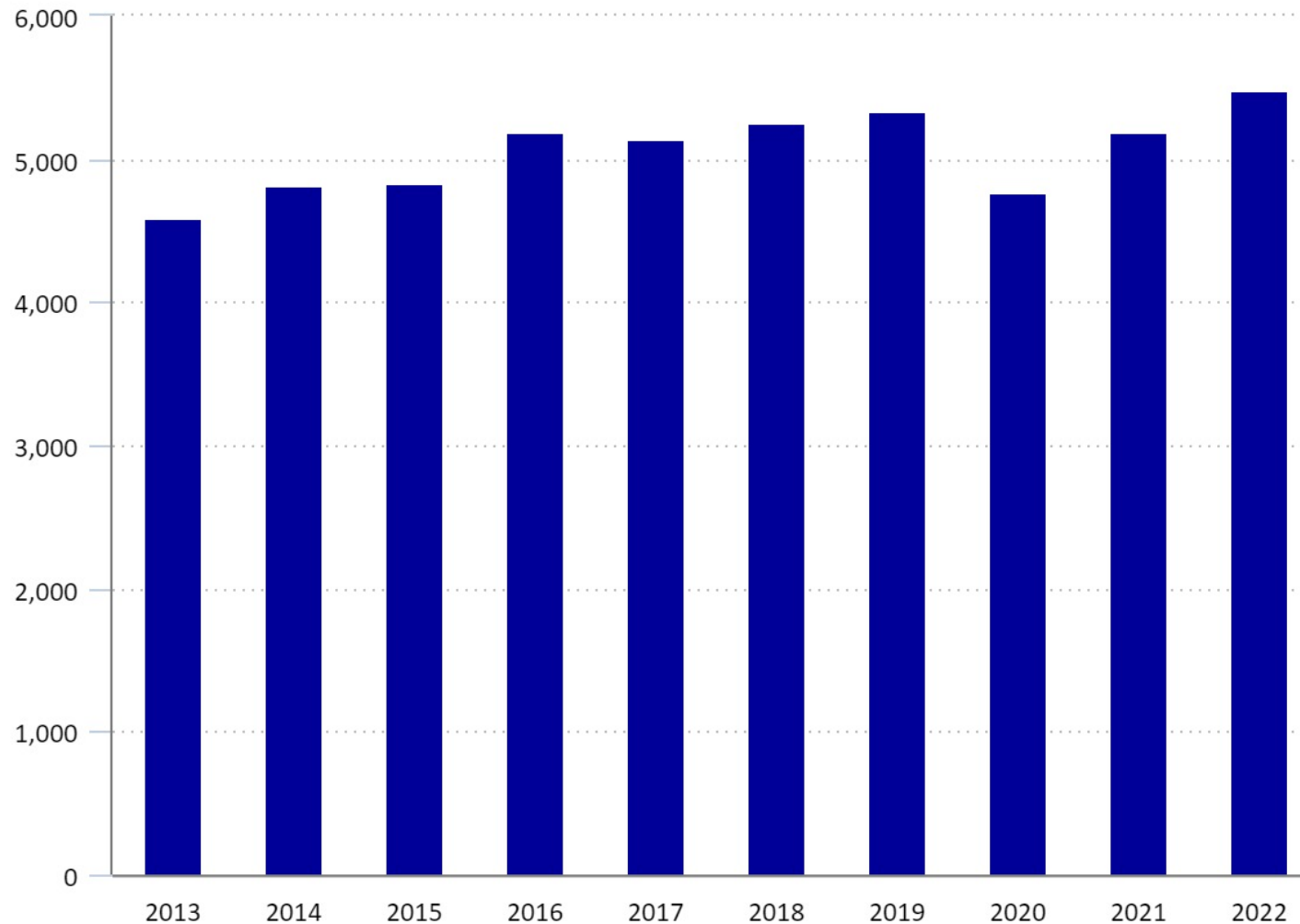


OSHA's Continuing Mission

- 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 **2.7** per 100 in **2022**.

Fatal Work Injuries

Number of fatal work injuries, 2013–22



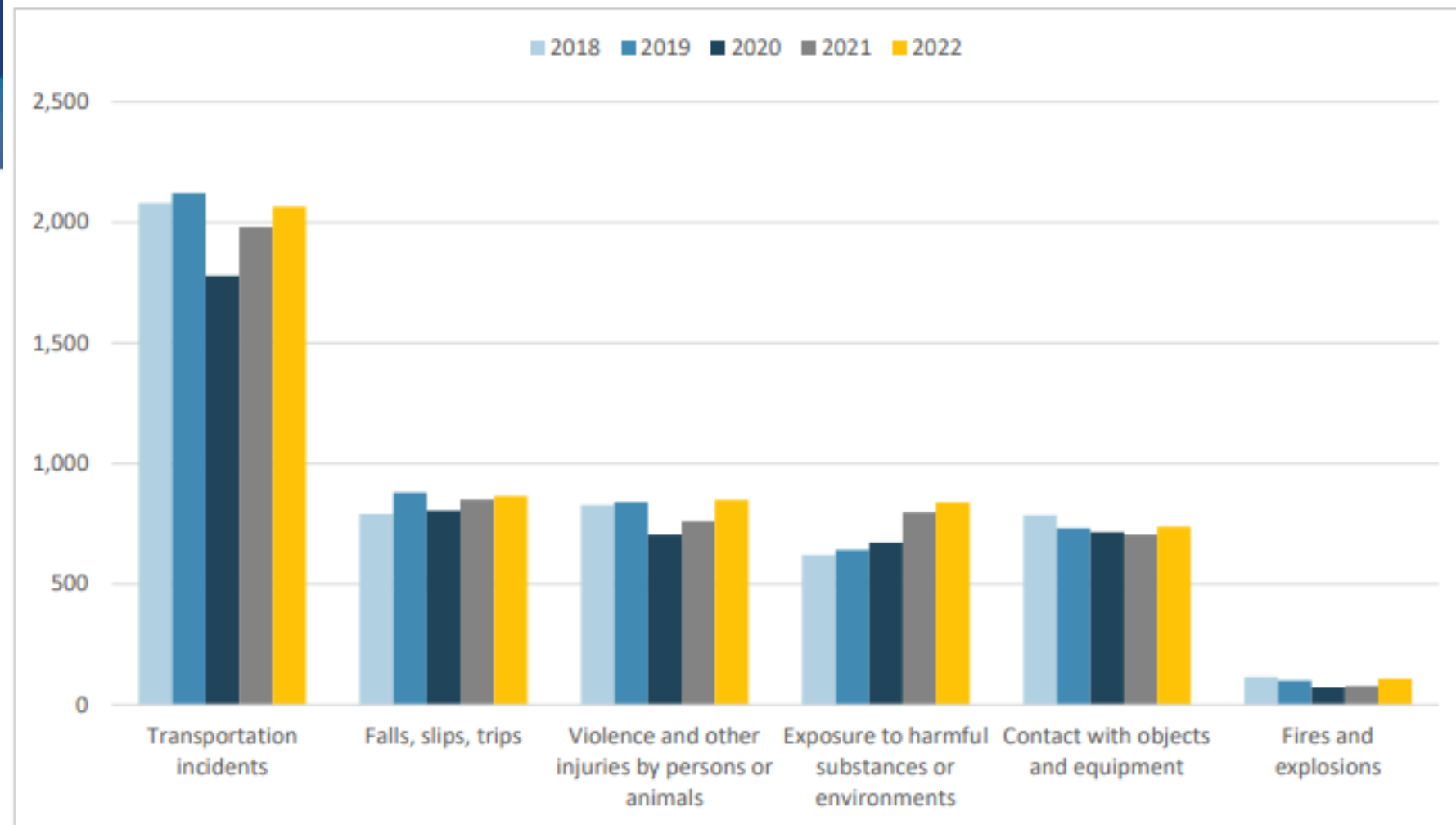
5,486 workers died from occupational injuries in 2022

Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics.



Fatal work injuries by event

Chart 3. Fatal work injuries by major event or exposure, 2018-22

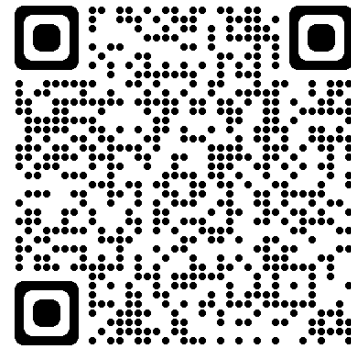


Source: BLS National Census of Fatal Occupational Injuries 2022

Key findings from the 2022 Census of Fatal Occupational Injuries

- The fatal work injury rate was **3.7** fatalities per 100,000 FTE
- A worker died every **96** minutes
- The fatal injury rate for Black or African American workers and for Hispanic or Latino workers increased from 2021 to 2022 with rates up from 4.0 to **4.2** and 4.5 to **4.6** per 100,000 FTE workers, respectively.
- Suicides: **267** (13.1% increase)
- Unintentional overdoses increased 13.1 percent to a series high of **525** fatalities in 2022, up from 464 in 2021.
- Workers in transportation and material moving occupations experienced a series high of **1,523** fatal injuries
- Transportation incidents remained the most frequent type of fatal event in 2022 with **2,066** fatal injuries (**37.7 %** of all fatalities)

Construction Focus Four



OSHA's Fatal Four by the Numbers

1,069

Construction Workers
were fatally injured in
2022.

Falls

38%

410 workers

Struck By

8%

88 workers

Electrical

~6%

62 workers

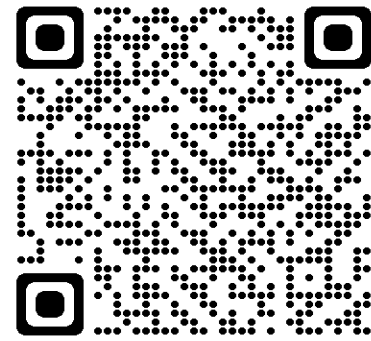
Caught-in/ Between

~6%

60 workers

**Every
incident is
preventable.
It starts
with you.**

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.



Worker Rights

Employees have the right to:

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



www.osha.gov/workers

Worker Walk Around Rule

- OSHA’s final rule clarifies who may serve as employees’ authorized representative during OSHA’s physical inspection of an employer’s workplace (i.e. OSHA’s “walkaround”).
- Under the OSH Act, an employer and its employees each have the right to designate a representative to accompany the CSHO during an OSHA inspection to aid in the inspection.
- The final rule clarifies that employees may designate a non-employee as their representative for the purpose of aiding the inspection. The representative authorized by employees may be an employee of the employer or a third party.

Worker Walk Around Rule

- The OSH Act does not limit representatives to only employees of the employer, and this revision more closely aligns with the OSH Act and the discretion employers have long had to designate a third party as their representative.
- The rule also clarifies that non-employee authorized representatives are not limited to persons with formal training such as an industrial hygienist or safety engineer. The employee representatives may be reasonably necessary to an inspection based on their relevant knowledge, skills, experience, or language or communication skills.

Worker Walk Around Rule

- The final rule does not change the CSHO's authority to determine whether an individual is a representative authorized by employees; affect the CSHO's authority to limit accompaniment in walkaround inspections if a representative's conduct interferes with a fair and orderly inspection; or affect existing protections against disclosure of trade secrets to unauthorized persons.
- Employee involvement is vital for thorough and effective OSHA inspections, and these changes will improve the effectiveness of OSHA inspections and benefit employees' health and safety.
- The rule does not impose any new compliance burdens on employers

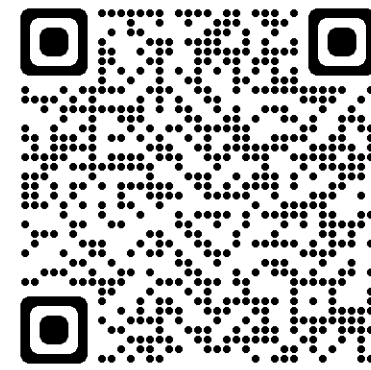
Whistleblower Protections

Employers cannot retaliate against workers who exercise their [rights](#).

Retaliation includes:

- Reduction in pay or hours
- Being fired, laid off, or suspended
- Reassignment, discipline, or demotion
- Threats, harassment, and intimidation
- Blacklisting from hiring

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**.



How to Report:

- (800) 321-OSHA
- [osha.gov/report](https://www.osha.gov/report)
- SLAO (314) 425-4249

www.osha.gov/report.html

Enforcement (Types of Inspections)

Programmed Inspections

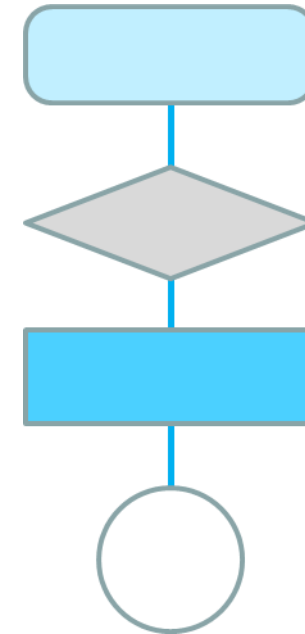
- High-hazard workplaces and recalcitrant owners and employers
- Based on neutral criteria
- Local, regional and national special emphasis programs

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



Violation Elements

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

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

Inspection Number: 104806
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 1910.179(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: 09/28/2015
Proposed Penalty: \$70000.00

Darlene Fossan
Darlene Fossan
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

Top 10 Most Cited Standards



FY 2023



1 **Fall Protection:
General Requirements**
1926.501
7,188 violations



2 **Hazard Communication**
1910.1200
3,227 violations



3 **Ladders**
1926.1053
2,950 violations



4 **Scaffolding**
1926.451
2,835 violations



5 **Powered
Industrial Trucks**
1910.178
2,550 violations



6 **Control of Hazardous
Energy (Lockout/Tagout)**
1910.147
2,539 violations



7 **Respiratory Protection**
1910.134
2,493 violations



8 **Fall Protection:
Training Requirements**
1926.503
2,109 violations



9 **Personal Protective and
Lifesaving Equipment:
Eye and Face Protection**
1926.102
2,064 violations



10 **Machine
Guarding**
1910.212
1,635 violations

Top 10 Violations in Construction 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. Aerial lifts (1926.453)
9. Specific Excavation Requirements (1926.651)
10. Fall Protection – Systems Criteria and Practices (1926.502)

<https://www.osha.gov/pls/imis/citedstandard.html>

OSHA Penalty Levels: 2024

| Type of Violation | New Maximum |
|---|--|
| <ul style="list-style-type: none">• Serious and• Other-Than-Serious• Posting Requirements | \$16,131 per violation |
| Willful or Repeated | \$161,323 per violation |
| Failure to Abate | \$16,131 per day beyond the abatement date |

www.osha.gov/penalties

Criminal Referrals

- Criminal sanctions are outlined in the OSH Act
- To obtain a conviction, a prosecutor must establish certain conditions beyond a reasonable doubt



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 NEP
 - 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.

Occupational Heat Exposure

- Heat is the leading cause of death among all weather-related phenomena in the U.S.
- Heat has long been recognized as an occupational hazard
- Excessive heat can cause a number of adverse health effects, including heat stroke and even death, if not treated properly
- Workers in both outdoor and indoor work settings are at risk

Occupational Heat Injuries, Illnesses, & Fatalities

- According to the Bureau of Labor Statistics (BLS):
 - Exposure to environmental heat resulted in 479 fatalities of U.S. workers from 2011-2022, an average of 40 fatalities per year in that time period
 - There have been 33,890 estimated work-related heat injuries and illnesses involving days away from work from 2011-2020, an average of 3,389 per year in that time period
- Statistics for occupational heat-related illnesses, injuries, and fatalities are likely vast underestimates for several reasons, including:
 - The varying nature of heat-related symptoms, including their impact on decision-making abilities
 - The definition of heat-related illnesses often varies by jurisdiction, leading to inconsistent reporting by medical professionals
 - Datasets heavily rely on self-reported outcomes from employers and employees

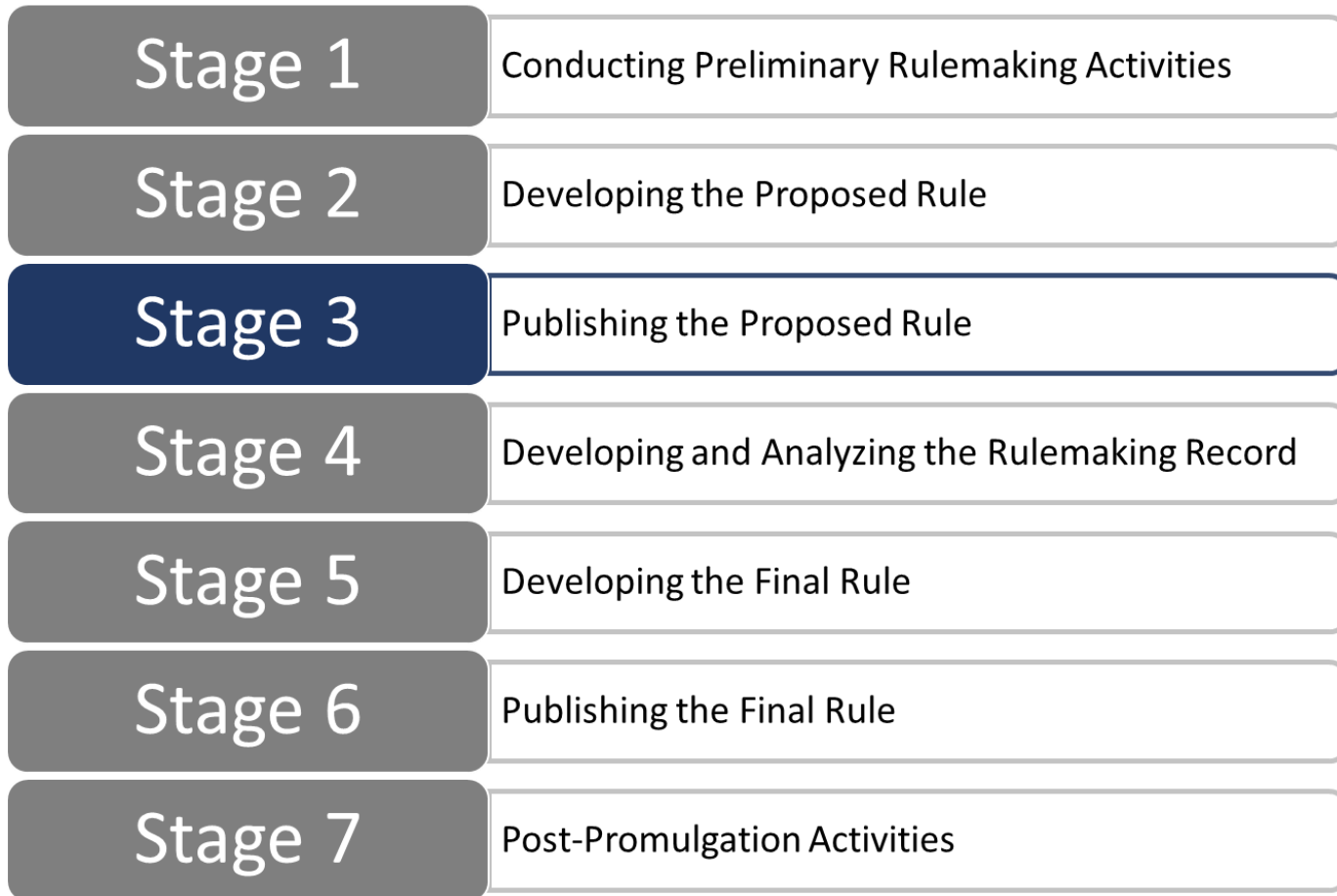
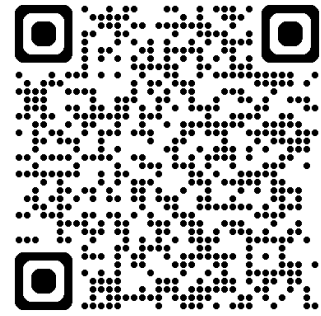
Heat Rulemaking Background

- **On October 27th, 2021**, OSHA published an ***Advance Notice of Proposed Rulemaking (ANPRM)*** for Heat Injury and Illness Prevention in Outdoor and Indoor Work Settings
 - OSHA received 965 unique comments (www.regulations.gov, Docket No. [OSHA-2021-0009](https://www.regulations.gov/document/OSHA-2021-0009)).
- **On May 3, 2022**, OSHA held a ***virtual public stakeholder meeting*** on the Agency's Initiatives to Protect Workers from Heat-Related Hazards
- OSHA established a **Heat Injury and Illness Prevention Work Group** of the National Advisory Committee on Occupational Safety and Health (NACOSH)
 - **On May 3, 2023**, the **Work Group presented its recommendations** on potential elements of a heat injury and illness prevention standard to the full NACOSH committee. After deliberations, NACOSH submitted its recommendations to OSHA (www.regulations.gov, Document No. [OSHA-2023-0003-0012](https://www.regulations.gov/document/OSHA-2023-0003-0012)).

SBREFA

- In August 2023, OSHA convened a *Small Business Advocacy Review (SBAR) Panel*, in accordance with the requirements of the Small Business Regulatory Enforcement Fairness Act (SBREFA), to hear comments from small entity representatives (SERs) on the impacts of a heat-specific standard
- OSHA hosted six 3-hour small-group SBAR Panel videoconferences with SERs in September 2023
- After hearing oral comments and reviewing written comments from the SERs, the SBAR Panel issued a Final Report to OSHA on November 3, 2023, thereby concluding SBREFA. The Final Report is available for viewing at www.osha.gov/heat/sbrefa.

Heat Rulemaking Stages



- OSHA is currently in Stage 3 of the rulemaking process, Publishing the Proposed Rule.

Basic Structure of a Heat Injury and Illness Proposed Rule

- Programmatic standard that would require employers to create a plan to evaluate and control heat hazards in their workplace
- Proposed elements of a heat standard:
 - Scope and application
 - Definitions
 - Heat Injury and Illness Prevention Plan (HIIPP)
 - Identifying heat hazards
 - Requirements at or above initial heat trigger
 - Requirements at or above high heat trigger
 - Heat illness and emergency response and planning
 - Training
 - Recordkeeping
 - No cost to workers

Scope and Application

- The standard would cover outdoor and indoor work in any/all General Industry, Construction, Maritime, and Agriculture sectors where OSHA has jurisdiction
- Proposed exclusions for:
 - Work activities with no expectation of exposure at or above heat index of 80°F
 - Short duration exposures
 - Emergency response
 - Indoor sites kept below 80°F
 - Telework
 - Indoor sedentary activities

Heat Injury and Illness Prevention Plan (HIIPP)

- All policies and procedures necessary to comply with the standard
- Designated heat safety coordinator to implement and monitor the HIIPP
- Employee input during development and review of the HIIPP
- Review and evaluation, at least annually
- Readily available to all employees performing work at the work site
- Written if an employer has more than 10 employees

Proposed Requirements for Identifying Heat Hazards

- Outdoor work
 - Monitoring heat conditions by:
 - Tracking local heat index (i.e., temperature and humidity) forecasts, or
 - Measuring heat index or wet bulb globe temperature (WBGT)
- Indoor work
 - Identifying work areas with hazardous heat exposure
 - Developing and implementing a monitoring plan for these work areas by measuring heat index or WBGT
 - Seeking employee input in developing and updating the monitoring plan

Initial Heat Trigger and High Heat Trigger

- Proposed Heat Triggers:
 - **Initial heat trigger** - a heat index of **80°F** or a WBGT equal to the NIOSH Recommended Alert Limit (RAL)
 - **High heat trigger** - a heat index of **90°F** or a WBGT equal to the NIOSH Recommended Exposure Limit (REL)

Proposed Requirements at or above the Initial Heat Trigger

- Drinking water that is suitably cool, with at least 1 quart per employee per hour
- Outdoor break areas with shade OR air-conditioning, if an enclosed space
- Indoor break areas with air-conditioning OR increased air movement, and, if appropriate, de-humidification
- Indoor work area controls such as fans or comparable natural ventilation, and, if appropriate, de-humidification OR air-conditioning OR controls for radiant heat sources
- Acclimatization plan for the first week of work for new and returning employees
- Rest breaks if needed (paid)
- Regular effective, two-way communication between employer and employees

Proposed Additional Requirements at or above the High Heat Trigger

- Rest breaks (minimum 15 minutes every 2 hours) (paid)
 - Unpaid meal break may also serve as a rest break
- Observation for signs/symptoms of heat-related illnesses
 - Buddy system, or each supervisor/heat safety coordinator can observe up to 20 employees
- Effective, two-way communication with employees who are alone at a work site at least every 2 hours
- Hazard alert with information on drinking water, rest breaks, and emergency response procedures

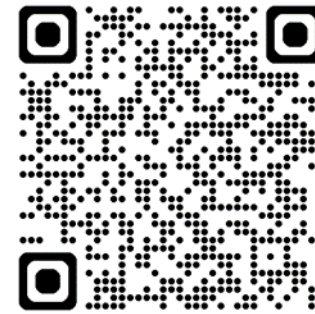
Heat Illness and Emergency Response and Planning

- Procedures for responding to an employee experiencing signs and symptoms of a heat-related illness
- Procedures for responding to an employee experiencing a heat emergency, including immediate actions that employer must take

Proposed Training and Recordkeeping Requirements

- Initial and annual refresher training for supervisors, heat safety coordinators, and employees
- Supplemental training after:
 - Changes in exposure to heat hazards
 - Policy and procedure changes
 - Occurrence of heat injury or illness at the work site
- Recordkeeping for on-site measurements at indoor work areas, with retention of written or electronic records for 6 months

Summary

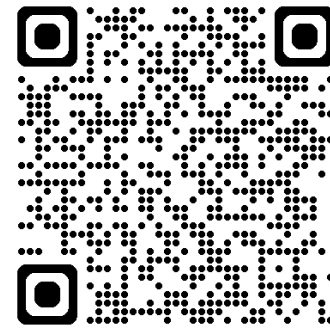


| Provision | All Covered Employers (See Scope) | At or Above Initial Heat Trigger | At or Above High Heat Trigger |
|--|--------------------------------------|----------------------------------|-------------------------------|
| Identifying heat hazards | ● | ● | ● |
| Heat illness and emergency response procedures | ● | ● | ● |
| Training for employees and supervisors | ● | ● | ● |
| Heat injury and illness prevention plan(HIIPP) | ● | ● | ● |
| Recordkeeping | ● | ● | ● |
| Drinking water | | ● | ● |
| Break area | | ● | ● |
| Indoor work area controls | | ● | ● |
| Acclimatization plan for new or returning workers | | ● | ● |
| Rest breaks (if needed) | | ● | ● |
| Effective communication means with employees | | ● | ● |
| Rest breaks (minimum 15 min every 2 hours) | | | ● |
| Supervisor or buddy system to observe for signs and symptoms | | | ● |
| Hazard alert | | | ● |

Opportunities for Public Comment

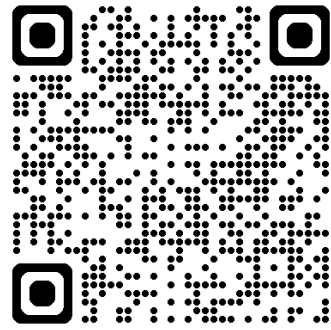
- July 2, 2024 - Unofficial public release of NPRM
- Official publication in the *Federal Register* soon
 - Following publication in the *Federal Register*, there will be a 120-day public comment period
 - To submit comments, visit www.regulations.gov, Docket No. [OSHA-2021-0009](https://www.regulations.gov/docket/OSHA-2021-0009)
- Public hearing presided by an Administrative Law Judge
 - Post-hearing written comments
 - Post-hearing legal briefs

Submitting Written Comments



- OSHA is open to public comments and will consider revisions to the regulatory requirements based on the evidence.
- A consolidated questions document will be available on the Heat Injury and Illness Prevention in Indoor and Outdoor Work Settings Rulemaking web page, available at: <https://www.osha.gov/heat-exposure/rulemaking>
- Tips for submitting an effective comment:
 - Tell us your story. In your comment, tell us how the issue impacts you, other workers, or your industry.
 - Provide as much detail as possible.
 - Include any ideas or suggestions you have for addressing the issue.
 - Where possible, include data, research, and supporting evidence.

Heat Safety Tool



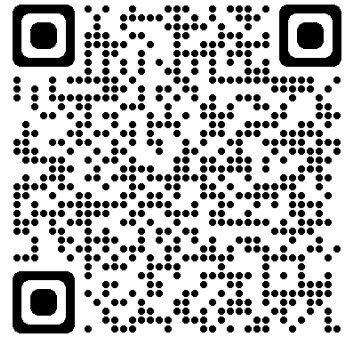
OSHA mobile phone app provides critical information for reducing risk of heat illness during outdoor work

A screenshot of the OSHA Heat Safety Tool web interface. The interface has a dark red header with the OSHA logo and the text 'OSHA Heat Safety Tool'. Below the header are three buttons: 'Get Current', 'Get Today Max', and 'More Detail'. Under 'Get Current', there is a section 'Or Enter Numbers:' with input fields for 'Temperature' (80 °F) and 'Humidity' (80 %), and a 'Calculate' button. The results show a 'Heat Index' of 84.2 °F and a 'Risk Level' of 'LOWER (CAUTION)'. A 'Precautions' button is located below the risk level. To the right of the input fields, there is a section titled 'Drink water throughout the day.' with a bulleted list of advice: 'Estimate how much water will be needed and decide who will obtain and check on water supplies.', 'Guidelines recommend that outdoor workers drink 4 cups (8 cones) of water every hour, even if they're not thirsty.', 'It is best to drink a small amount of water often, like 1 cup (2 cones) every 15 minutes.', 'Avoid alcohol and drinks with caffeine or sugar.', and 'Generally, fluid intake should not exceed 6 cups per hour.' Below this list is a section titled 'Know what to do in an emergency.' At the bottom of the interface are navigation buttons: 'Home', 'More Info', 'Home', '< Back', and 'More Info'.

- Calculates heat index for worksite location
- Displays “risk level” for work at that heat index
- Lists protective measures to reduce risk of heat illness

Water ☀ Rest ☀ Shade

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)

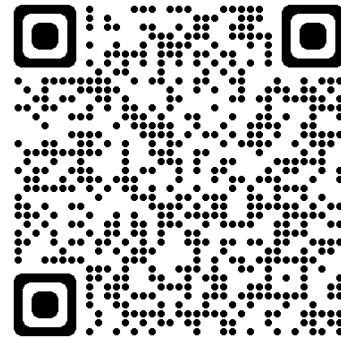
- Key dates:
 - Rule takes effect **Jan. 1, 2024.**
 - CY2023 records can be electronically submitted beginning **Jan. 2, 2024.**
 - CY2023 records must be electronically submitted by **March 2, 2024**

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.

National Emphasis Programs

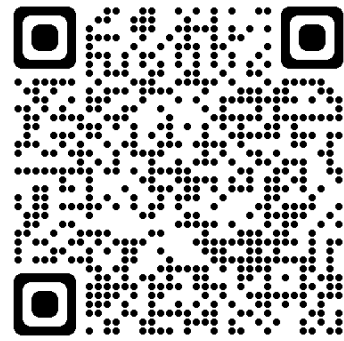
www.osha.gov/enforcement/directives/nep



- Amputations (Hazardous Machinery)
- Hexavalent Chromium
- Combustible Dust
- Lead
- Trench
- Process Safety Management
- Primary Metals
- Shipbreaking
- Silica
- Heat
- Falls
- Warehousing

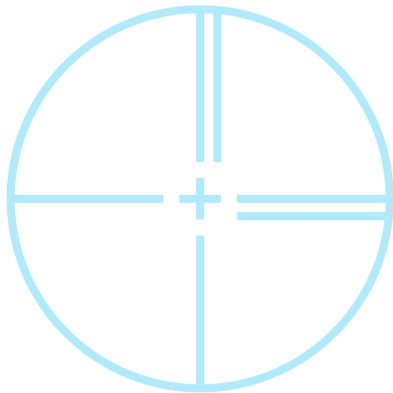
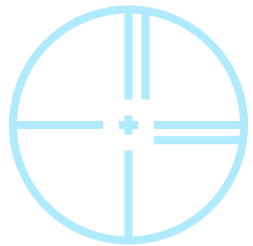
Region VII Emphasis Programs

www.osha.gov/enforcement/directives/lep



- **Top 50 Workplace – Health Hazard** (All Offices)
- **Workplaces with Noise Hazards** (All Offices)
- **Falls, Scaffolds, and Electrocutions from Overhead Power Lines in Construction** (All Offices)
- **Powered Industrial Trucks and Other Material or Personnel Handling Motorized Equipment** (All Offices)
- **Fertilizer Grade Ammonium Nitrate (FGAN) and Agricultural Anhydrous Ammonia Facilities** (All Offices)
- **Electrical Hazards in General Industry** (St. Louis)
- **Grain Handling** (Kansas and Nebraska)
- **Meat Processing in General Industry** (Nebraska)
- **Oil & Gas industry** (Kansas)
- **Commercial and Residential Construction Following a Severe Weather Event** (Kansas & Nebraska)
- **Federal Agencies** (Iowa)

Site-Specific Targeting 2019 - 2021



- Uses injury and illness information electronically submitted by employers for calendar year (CY) 2021, and sites with upward trending rates for CY 2019 - 2021
- Targets high injury rate establishments in both manufacturing and non-manufacturing (does not include construction)
- Allows the most effective use of resources in areas with the greatest need

Continued Focus

- Construction
- Grain Handling
- Healthcare
- Oil & Gas Industry
- Package and Parcel delivery
- Small Business
- Temporary Workers
- Warehousing
- Young and Teen Workers

Worker Rights



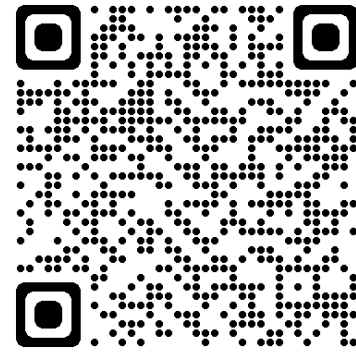
Employees have the right to:

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



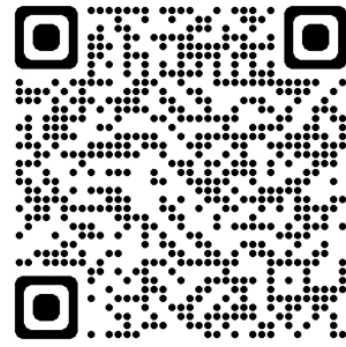
www.osha.gov/workers

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. www.osha.gov/otiec
- Susan Harwood Training Grants – awarded to non-profit organizations to develop training programs. www.osha.gov/harwoodgrants

On-Site Consultation Program



- No cost to employers
- Separate from enforcement and confidential
- Identifies workplace hazards
- Advice on compliance with OSHA standards
- Helps employers establish safety and health programs
- More than a million workers removed from hazards in FY 2023



3315 W. Truman Boulevard, Room 205
P.O. Box 449

Jefferson City, MO 65102-0449

Phone: 573-522-SAFE(7233)

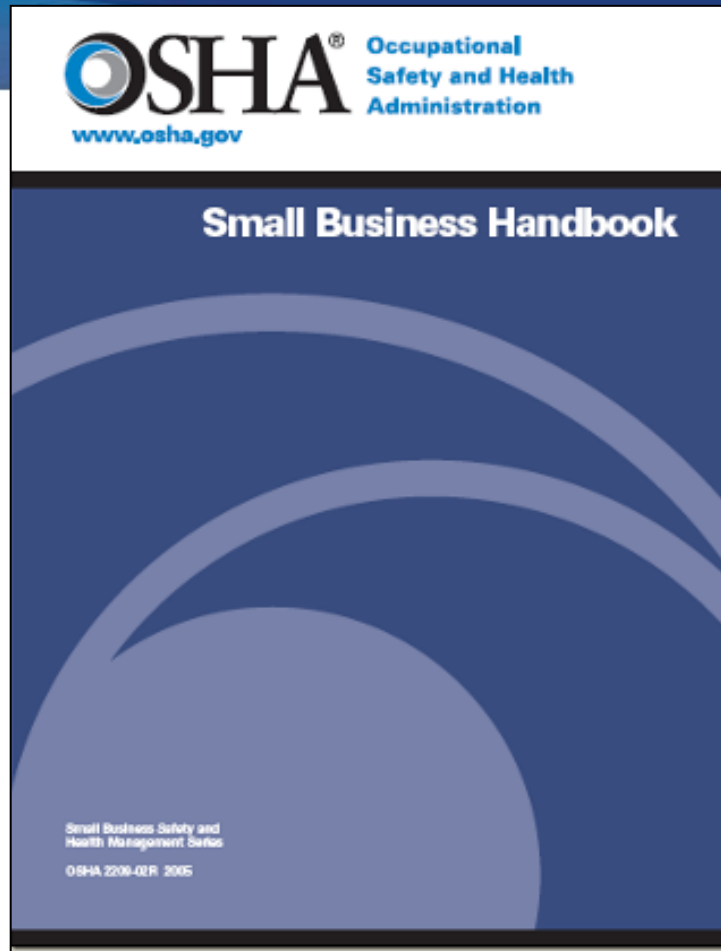
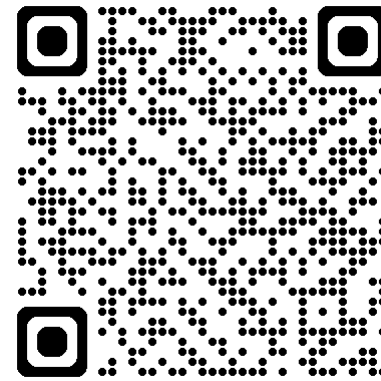
Fax: 573-751-3721

laborstandards@labor.mo.gov

www.labor.mo.gov/onsite



Small Business Publications



OSHA FACT Sheet

OSHA Help for New Businesses

How can OSHA help new businesses?
Starting a new business can be challenging. OSHA can help by explaining the federal regulatory requirements concerning safety and health and help you create a safe and healthful workplace for your employees that conforms to federal law. States with OSHA-approved state plans have adopted standards equivalent to OSHA's. For additional information, visit us online at www.osha.gov.

What are your responsibilities as an employer?
Under the provisions of the *Occupational Safety and Health Act of 1970 (OSHA Act)*, as the employer, you must provide a workplace free from recognized hazards that are causing, or are likely to cause, death or serious physical harm to your employees regardless of the size of your business. You must comply with OSHA standards and regulations under the *OSHA Act*. You must also be familiar with those OSHA standards and regulations that apply to your workplace and make copies of them available to employees upon request.

Are employers required to maintain records of injuries and illnesses?
Yes. Most businesses with 11 or more employees at any time during the calendar year must maintain records of occupational injuries and illnesses as they occur using OSHA Form 300, *Log of Work-Related Injuries and Illnesses*. Such recordkeeping is not required for employers in most retail trade, finance, insurance, real estate, and service industries.

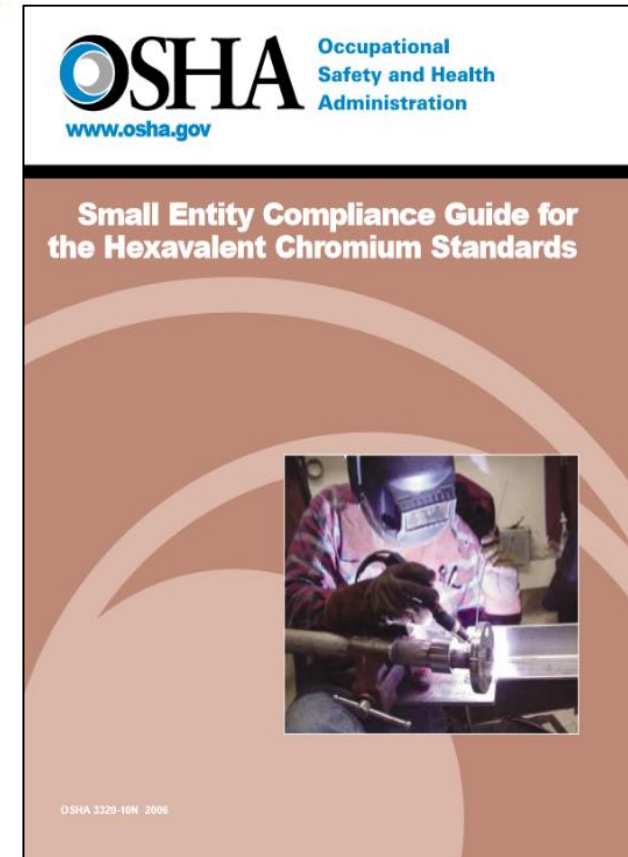
Must employers display OSHA safety and health information in the workplace?
Yes. You must display OSHA's *Safe and Healthful Workplace* poster (OSHA 3165 or the state equivalent) in a conspicuous location in your workplace where workers and prospective employees can see it. This publication informs employees of their rights and responsibilities under the *OSHA Act*.

Are employers required to communicate information about hazardous chemicals in the workplace to their employees?
Yes. Employers must inform their workers about the dangers of chemical hazards in their workplaces and train their employees regarding proper safeguards. This includes providing information on the hazards and identities of chemicals employees may be exposed to on the job and describing protective measures to prevent adverse effects. Chemical producers and importers must evaluate their products for chemical hazards and provide hazard information to customers.

Is your business subject to inspection?
All businesses covered by the *OSHA Act* must comply with federal workplace safety and health standards, or comparable state standards, if the workplace is under the jurisdiction of a state agency administering an OSHA-approved safety and health plan. Every establishment covered by the *OSHA Act* is subject to inspection by federal or state compliance safety and health officers who are chosen for their knowledge and experience in the occupational safety and health field. OSHA conducts workplace inspections of businesses in federal jurisdictions, and OSHA-approved state plans are responsible for conducting workplace inspections of businesses under state jurisdiction to enforce their own standards that are "at least as effective" as federal requirements.

What services are available from OSHA to help you?
OSHA's Area Office staffs provide advice, education, and assistance to business (particularly small employers), trade associations, local labor affiliates, and other stakeholders who request help with occupational safety and health.

Small Business Publications: Small Entity Compliance Guides



Small Business Web Page

Occupational Safety and Health Administration [English](#) | [Spanish](#)

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Small Business



OSHA's Small Business Assistance provides numerous OSHA resources and information designed specifically for small business employers, including safety and health tools and publications, easy-to-follow guides for specific OSHA standards, and descriptions of benefits that small businesses receive from OSHA. Focuses on two programs for small businesses: [OSHA's On-Site Consultation Program](#) and [Safety and Health Achievement Recognition Program \(SHARP\)](#). Also see [OSHA's Non-retaliation Policy](#).

On-Site Consultation

OSHA's no-cost [On-Site Consultation Program](#) offers

SHARP

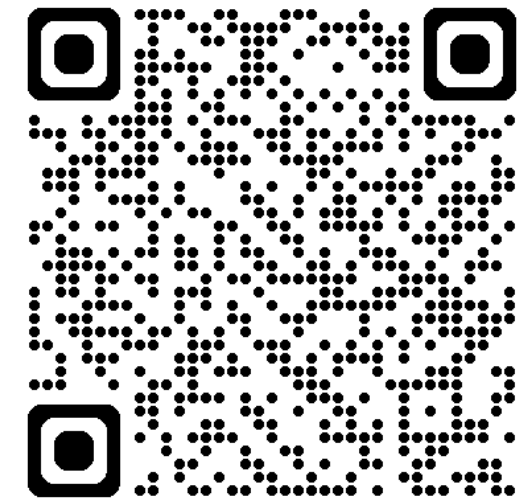
The On-Site Consultation Program's [Safety and Health Achievement Recognition Program \(SHARP\)](#)

Quick Start

OSHA Compliance Assistance Quick Start

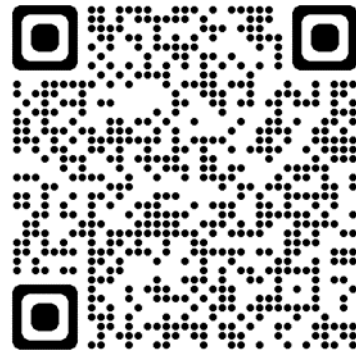
[Compliance Assistance Quick Start](#) is a tool to introduce employers and workers, especially those at

- [Small Business Resources](#)
- [Compliance Assistance Resources](#)
- [Success Stories](#)
- [Cooperative Programs](#)
- [Spanish-Language Resources](#)
- [External Links](#)



Compliance Assistance Specialists

OSHA Helping Employers



- Provide general information about OSHA's standards and compliance assistance resources
- Available for seminars, workshops, and speaking events
- **Wichita Area Office**
David K McDonnell
(316) 269-6644 / (316) 796-8837
mcdonnell.david@dol.gov



www.osha.gov/dcsp/compliance_assistance/cas.html

FY 2025 Safety and Health Campaigns

- Stand-Up 4 Grain Safety Week – **March 2025**
- National Work Zone Awareness Week – **April 2025**
- Heat Illness Prevention – **May 2025**
- Fall Prevention Campaign – **May 2025**
- Trench Safety Stand Down – **June 2025**
- Safe + Sound Campaign – **August 2025**
- Suicide Prevention Awareness Week – **September 2025**



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