

## OSHA Update

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April 14, 2026

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### Overview of 2026 Regulatory Landscape

The federal **heat standard** is approaching finalization after OSHA's 2025 hearings and the close of post-hearing comments, indicating that formal heat-illness prevention requirements are likely to arrive in 2026 for both indoor and outdoor work.

OSHA is expanding electronic injury and illness reporting (Forms 300/300A/301), using submitted data to target **(SST)** inspections and increase transparency, which raises compliance and reputational stakes for high-hazard employers.

Enforcement emphasis continues on respirable crystalline **silica and PPE** programs, with inspectors expecting verified engineering controls, documented respirator programs, and consistent glove selection and replacement.

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### OSHA Heat Standard Status

- OSHA's informal public hearings on the Heat Injury and Illness Prevention rule ran June 16–July 2, 2025; the post-hearing comment period closed October 30, 2025, clearing key procedural steps before a **final rule can be issued**.
- The proposed rule (published August 30, 2024) would apply to **indoor and outdoor** work across general industry, construction, maritime, and agriculture, moving employers from general-duty expectations to formal heat hazard evaluation and control requirements.
- OSHA has extended its **National Emphasis Program (NEP)** on heat through April 8, 2026, enabling proactive inspections during heat advisories while emphasizing water, rest, shade, acclimatization, and emergency protocols.

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**What do Do?**

From an enforcement and litigation-risk standpoint:  
Employers should act as though a heat standard is already in place

- Written programs, monitoring records, and supervisor training are now defensive evidence
- OSHA compliance officers increasingly expect:
  - Documented triggers
  - Proof that water/rest/shade are actually used
  - Acclimatization tracking

This is particularly acute in construction, manufacturing, warehousing, agriculture, and indoor hot-process environments.

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**Heat Standard – Detailed Requirements**

Maintain a written Heat Injury & Illness Prevention Plan (HIIPP) that **assigns responsibilities, defines triggers, and specifies protective measures and emergency actions, with documentation** kept current and accessible.

**Monitor** environmental heat (e.g., heat index or **WBGT**) and record readings at defined intervals. Establish action thresholds where additional protections are required and tie scheduling decisions to real-time conditions.

Provide protective measures — accessible cool drinking **water, shaded or cooled rest areas**, scheduled **breaks**, and work adjustments (including more breaks) during high-heat periods — and verify that controls are actually used in the field.

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**Heat Standard – Detailed Requirements**

Formalize **acclimatization** protocols for new and returning workers, using graduated exposure schedules and supervisor verification to prevent rapid overexposure and heat illness.

**Train** employees and supervisors to **recognize** heat illness signs and symptoms; define reporting and response steps; and **track training** completion and refreshers.

Define **emergency response** steps, including on-scene triage, rapid cooling and transport, and post-incident reviews that lead to improved controls and training

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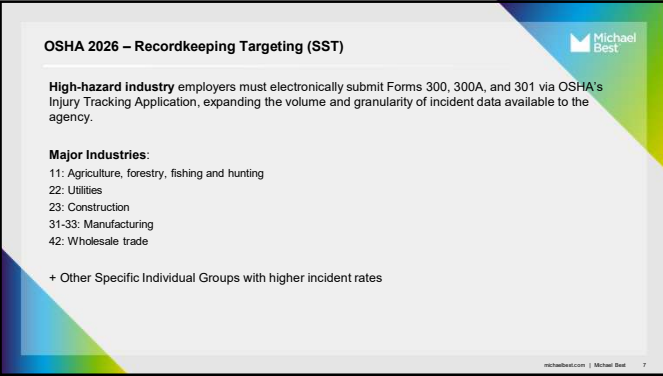
**OSHA 2026 – Recordkeeping Targeting (SST)**

**High-hazard industry** employers must electronically submit Forms 300, 300A, and 301 via OSHA's Injury Tracking Application, expanding the volume and granularity of incident data available to the agency.

**Major Industries:**

- 11: Agriculture, forestry, fishing and hunting
- 22: Utilities
- 23: Construction
- 31-33: Manufacturing
- 42: Wholesale trade

+ Other Specific Individual Groups with higher incident rates

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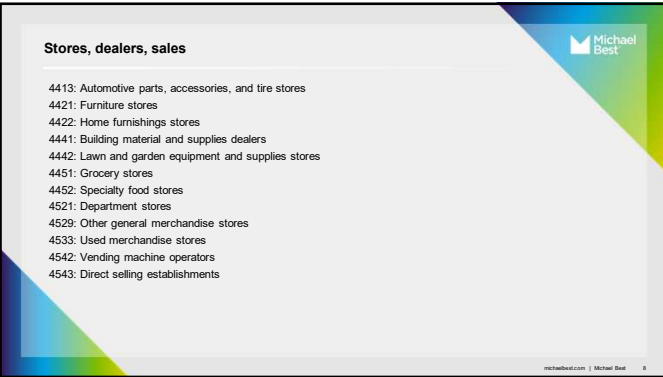
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**Stores, dealers, sales**

- 4413: Automotive parts, accessories, and tire stores
- 4421: Furniture stores
- 4422: Home furnishings stores
- 4441: Building material and supplies dealers
- 4442: Lawn and garden equipment and supplies stores
- 4451: Grocery stores
- 4452: Specialty food stores
- 4521: Department stores
- 4529: Other general merchandise stores
- 4533: Used merchandise stores
- 4542: Vending machine operators
- 4543: Direct selling establishments

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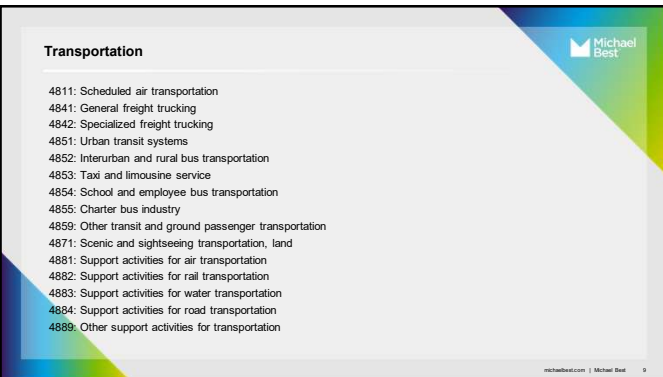
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**Transportation**

- 4811: Scheduled air transportation
- 4841: General freight trucking
- 4842: Specialized freight trucking
- 4851: Urban transit systems
- 4852: Interurban and rural bus transportation
- 4853: Taxi and limousine service
- 4854: School and employee bus transportation
- 4855: Charter bus industry
- 4859: Other transit and ground passenger transportation
- 4871: Scenic and sightseeing transportation, land
- 4881: Support activities for air transportation
- 4882: Support activities for rail transportation
- 4883: Support activities for water transportation
- 4884: Support activities for road transportation
- 4889: Other support activities for transportation

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**Delivery service and Warehousing**

- 4911: Postal service
- 4921: Couriers and express delivery services
- 4922: Local messengers and local delivery
- 4931: Warehousing and storage

**Cable, subscription and rentals**

- 5152: Cable and other subscription programming
- 5311: Lessors of real estate
- 5321: Automotive equipment rental and leasing
- 5322: Consumer goods rental
- 5323: General rental centers

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**Building Services and Waste**

- 5617: Services to buildings and dwellings
- 5621: Waste collection
- 5622: Waste treatment and disposal
- 5629: Remediation and other waste management services

**Specific Medical Services**

- 6219: Other ambulatory health care services
- 6221: General medical and surgical hospitals
- 6222: Psychiatric and substance abuse hospitals
- 6223: Specialty (except psychiatric and substance abuse) hospitals
- 6231: Nursing care facilities
- 6232: Residential mental retardation, mental health and substance abuse facilities
- 6233: Community care facilities for the elderly
- 6239: Other residential care facilities
- 6242: Community food and housing, and emergency and other relief services
- 6243: Vocational rehabilitation services

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**Entertainment and Rooming (+Special food service)**

- 7111: Performing arts companies
- 7112: Spectator sports
- 7121: Museums, historical sites, and similar institutions
- 7131: Amusement parks and arcades
- 7132: Gambling industries
- 7211: Traveler accommodation
- 7212: RV (recreational vehicle) parks and recreational camps
- 7213: Rooming and boarding houses
- 7223: Special food services

**Industrial Machinery Repair, Dry Cleaning and Laundry Service**

- 8113: Commercial and industrial machinery and equipment (except automotive and electronic) repair and maintenance
- 8123: Dry-cleaning and laundry service

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**Data Analytics – Risk and Opportunity**

OSHA's analytics will heighten targeted inspections and enforcement

- inconsistent case coding or incomplete narratives can increase scrutiny and reputational risk as more incident data becomes publicly accessible.

Prepare by:

- auditing data quality and privacy redactions;
- standardizing classification/coding practices; and
- confirming workflows that produce auditable records and supervisor sign-offs.

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**Silica & PPE – 2026 Enforcement Focus**

Inspectors expect **verified engineering controls** for silica-generating tasks (e.g., water delivery, local exhaust/vacuum systems, isolation, tool-specific capture), **documented in job-hazard analyses and exposure control plans**.

**Respiratory protection programs** must be fully documented — medical evaluations, fit testing, cartridge change schedules, training, and maintenance logs — with respirator selection tied to specific tasks and exposures.

**PPE programs** should show **glove selection** criteria, **inspection/replacement** cadence, and completed **PPE hazard assessments**; ensure **contractors and rotating crews** are covered by the same controls and records.

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**HazCom Standard Updates**

**Key 2026 Deadlines & Requirements:**

- ~~January 19, 2026~~ **May 19, 2026** (Manufacturers/Importers): Must comply with updated requirements for substances, including new classification criteria for aerosols, desensitized explosives, flammable gases, and updated SDS/label formats.
- ~~July 19, 2026~~ **November 20, 2026** (Employers): Must update HazCom plans, employee training, and labels for substances to reflect GHS Revision 7 (GHS07) changes, including new "Chemicals Under Pressure" hazard category.
  - What GHS07 Means:
    - Irritation: Causes skin irritation (redness, itching) or serious eye irritation.
    - Sensitization: May cause an allergic skin reaction.
    - Toxicity: Harmful if swallowed, inhaled, or in contact with skin (Acute Toxicity Category 4).
    - Narcotic Effects: May cause drowsiness or dizziness.
    - Respiratory Issues: May cause respiratory irritation.
    - Ozone Depletion: Hazardous to the ozone layer.

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**Letters of Interpretation 2025**  
Published: 7 In progress: 18

- First Aid Recordkeeping
- Recordkeeping Software
- Stair Requirements
- Forklift Training
- Hearing Tests
- COVID-19 Recordkeeping
- Chemical Safety

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**Pathway to Safety & Health Success Program**

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**OSHA PATHWAY TO SAFETY AND HEALTH SUCCESS**

**SAFETY CHAMPIONS PROGRAM (SCP)**  
Sites work collaboratively with OSHA and receive evaluation and assistance

- SCP - Introductory Step
- SCP - Intermediate Step
- SCP - Advanced Step

**VOLUNTARY PROTECTION PROGRAMS (VPP)**  
Sites work collaboratively with OSHA and receive recognition for safety and health beyond compliance

- VPP
- VPP ELITE

Begin engagement with OSHA → Knowledge and implementation of safety and health management systems

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**Safety Champions Program**

The Program incorporates the seven core elements:

1. Management Leadership
2. Worker Participation
3. Hazard Identification and Assessment
4. Hazard Prevention and Control
5. Education and Training
6. Program Evaluation and Improvement; and
7. Communication and Coordination for host employers, contractors, and staffing agencies.

Safety Champion participants may also request a **Safety Champion Special Government Employee (SGE)** to assess their safety and health program and Step progress at any time.



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**Special Government Employee Program**

The Special Government Employee (SGE) Program was established to allow industry employees to work alongside OSHA, particularly during **Voluntary Protection Programs' (VPP) On-Site** evaluations. Not only does this innovative program benefit OSHA by supplementing its on-site evaluation teams, but it gives industry and government an opportunity to work together and share views and ideas. From time to time, SGEs may also have the opportunity to participate in other OSHA outreach and compliance assistance activities.

Qualified volunteers from VPP sites are eligible to participate in the SGE program. These volunteers must be approved by OSHA and funded by their companies to participate. After submitting an application and completing the required [training](#), these volunteers are sworn in as SGEs and are approved to assist OSHA.



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**Wisconsin Most Frequently Cited**



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October 2024 – September 2025 – Wisconsin Citations 

| OSHA Standard   | Number of Citations | Primary Industries                  |
|---|---------------------|-------------------------------------|
| 1926.501 – Fall Protection (Construction)               | ≈ 50–60             | Construction (roofing, framing)     |
| 1910.1200 – Hazard Communication (Chemicals)            | ≈ 35–45             | Manufacturing, General Industry     |
| 1926.451 – Scaffolding (Construction)                   | ≈ 30–40             | Construction (building trades)      |
| 1926.1053 – Ladders (Construction)                      | ≈ 20–30             | Construction (general, roofing)     |
| 1910.147 – Lockout/Tagout (Control of Hazardous Energy) | ≈ 15–25             | Manufacturing (machine maintenance) |

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Questions?

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