Wisconsin Safety Council Annual Conference Wisconsin Dells, WI April 18, 2023



# OSHA 2023 "What's on the Horizon"

#### Wisconsin OSHA Area Directors

Chris Zortman – Milwaukee Chad Greenwood – Madison Rob Bonack - Appleton "Mitzy" Ruth Wright – Eau Claire



#### **Chris Zortman**

- Chris Zortman
  - Milwaukee Area Office
  - 38 years w/ OSHA
  - Office Manager,
  - CSHO Safety Specialist,
  - Assistant Area Director and
  - Area Director



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#### **Chad Greenwood**

- Chad Greenwood
  - Madison Area Office
  - 25 years w/ OSHA
  - Area Director (2018)
  - CHST



- Mitzy Wright Area Director
  - OSHA since 2005

Mitzy Wright's

**Background** 

- 2005-2007 MnOSHA
- 2007-2015 Federal Safety CSHO
- 2015-2020 Assistant Area Director
- 2020 Eau Claire Area Director

MS - UW Stout - Risk Control Management

BS - UW Stout - Business Management





#### **Rob Bonack**

- 2013 Present: Area Director, Appleton, WI Area Office
- 2011 2013: Area Director Lansing, MI Area Office
- 2010 2011: Region V Audit Team Leader
- 2008 2010: Region V Safety and Health Manager
- 2006 2008: Region V Audit Team Program Analyst
- 2003 2006: Safety CSHO Peoria Area Office
- 1999 2002: Radar/Electronic Technician National Weather Service
- 1989 1999/2003-2015: United States Air Force (Retired)
- 2003 Bachelor of Science Degree in Safety/Minor Environmental Health, Illinois State University
- 1998 Bachelor of Science Degree in Professional Aeronautics/Minor Aviation/Aerospace Safety, Embry-Riddle Aeronautical University

#### **Today's Topics**



- Inspection Process
- LEP/REP/NEP
- Compliance Assistance
- Resources
- Questions and Answers





#### **OSHA Enforcement**



Priority	Category of Inspection
1st	Imminent Danger: Reasonable certainty an immediate danger exists
2nd	Fatality/Report of Serious Injury (Hospitalization, Amputation or Loss of an Eye): Reported to OSHA; inspected ASAP or RRI
3rd	Complaints/Referrals: Worker or worker representative can file a complaint about a safety or health hazard
4th	Programmed Inspections: Cover industries and employers with high injury and illness rates, specific hazards, or other exposures.

#### **Multi-Employer Worksite Policy: Construction and Gen Industry**





CPL 02-00-124 - CPL 2-0.124 - Multi-Employer Citation Policy.

Holds All Parties Accountable for Safety and Health Responsibilities Citation - \$

No Additional Duties to the Employer: Requirements of OSHA Occupational Safety and Health Administration the OSH Act

#### It's Everyone's Problem!!!

Creating

Who took the cover off the Panel?

Exposing

Whose Employees went in/out the door?

Correcting

Who Was to disconnect power?

Controlling

Who Has Oversight/Authority for The Project?



# Present Credentials Conduct Opening Conference Walk-Around Inspection Hold Closing Conference



#### **Civil Penalties 2023**

Type of Violation	Penalty Minimum	Penalty Maximum increase from 2022
Serious	\$1,116 per violation	\$15,625 per violation + \$1,123
Other-Than-Serious	\$0 per violation	\$15,625 per violation + \$1,123
Willful or Repeated	\$11,162 per violation	\$156,259 per violation + \$11,232
Posting Requirements	\$0 per violation	\$15,625 per violation + \$1,123
Failure to Abate N/A		\$15,625 per day unabated + \$1,123 beyond the abatement date [generally limited to 30 days maximum]

www.osha.gov/penalties



#### **Other Penalty Adjustments**

(Gravity Based Penalty, Size, History, and Good Faith)

Severity	Probability	Gravity	2023 GBP
High	Greater	High	\$15,625
Medium	Greater	Moderate	\$13,394
Low	Greater	Moderate	\$11,162
High	Lesser	Moderate	\$11,162
Medium	Lesser	Moderate	\$8,929
Low	Lesser	Low	\$6,692

Table 6-2: Size Reduction Employees	Percent Reduction
1-10	70
11-25	60
26-100	30
101-250	10
251 or more	None

Other Adjustments are: History: + or – 10% Good Faith: 0 or 15% or 25%



#### Recent Citation Policy Change: Instance-By-Instance (IBI)



- January 26, 2023 High Gravity Serious Citations
- Specific to falls, trenching, machine guarding, respiratory protection, permit required confined spaces, lockout tagout, and other-than-serious violations of OSHA standards specific to
- Purpose: to make its penalties more effective in stopping employers from repeatedly exposing workers to life-threatening hazards or failing to comply with certain workplace safety and health requirements
- •Less "grouping" of citations into one penalty- each stands alone with separate penalties.
  •Per machine, location, entry, or employee



#### **Recent Citation Policy Change:** Instance-By-Instance (IBI)

- 1926.652(a)(1)Each employee in an excavation shall be protected from cave-ins by an adequate protective system designed in accordance with paragraph (b) or (c) of this section except when:
- Can be two separate citations with twice the penalty!



#### **Recent Citation Policy Change:** Instance-By-Instance (IBI)

- 1926.501(b)(11)"Steep roofs." Each employee on a steep roof with unprotected sides and edges 6 feet (1.8 m) or more above lower levels shall be protected from falling by guardrail systems with toeboards, safety net systems, or personal fall arrest systems.
- 5 employees = 5 citations with 5 individual penalties.





# Recent Citation Policy Change: Instance-By-Instance (IBI)

- Entries done past 6 months – without proper CSE precautions
- Each ENTRY separate citations with individual the penalties!





# Recent Citation Policy Change: Instance-By-Instance (IBI)

- 1910.147(c)(7)(i)(A)Each authorized employee shall receive training in the recognition of applicable hazardous energy sources, the type and magnitude of the energy available in the workplace, and the methods and means necessary for energy isolation and control.
- Each untrained authorized employee can be cited separately with individual the penalties!





# Police: Construction company, employee charged with manslaughter in deadly Vernon trench collapse (Connecticut)

March 3, 2023 Arrest July 22, 2022 Fatal Trench Collapse



- According to the arrest warrants, Locke, who was laying pipe into the trench with an excavator, told investigators the trench had collapsed twice already before the one that killed Slater.
- Dennis Botticello, owner of
  Botticello Inc of Manchester, was
  arrested Friday in connection with
  a deadly trench collapse in Vernon
  last year, police say.
- a deadly trench conlapse in vernon last year, police say.

  Glen Locke, an equipment operator for Botticello Inc., was arrested Friday in connection with a deadly trench collapse in Vernon last year, police say.

  OSHA Fine \$375K

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# Recordkeeping and REPORTING

- Many employers with more than 10 employees are required to keep a record of serious work-related injuries and illnesses.
- Certain low-risk industries are exempted
- Minor injuries requiring first aid only do not need to be recorded.





# Reporting Fatalities and Severe Injuries

- All employers are required to notify OSHA when an employee dies 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.



#### Injury and Illness Data

Electronically Submitting 3/28/2022: NPRM May 31, 2022 Comment Deadline

- Covered employers must electronically submit data from their OSHA Form 300A to OSHA using OSHA's Injury Tracking Application
- Applies to establishments with 250 or more employees that are currently required to keep OSHA injury and illness records, and establishments with 20-249 employees that are classified in certain industries with historically high rates of occupational injuries and illnesses

www.osha.gov/injuryreporting

Ostpha® Setro and Holland Administration

#### **Worker Rights**

#### Employees have the right to:

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



#### **Worker Rights: Complaint**



- Employer does NOT get the complainant's Name
- Whistleblower Protection when filing a formal complaint.
- A signed complaint is more likely to result in an onsite inspection.

Online - Use the Online Complaint Form Submit your complaint online to OSHA.

Fax/Mail/Email - Complete the OSHA Complaint Form [Español], or Send a Letter Describing Your Complaint Complete the complaint form or letter, and then fax, mail, or email it back to your local OSHA office.

Telephone - Call Your <u>Local OSHA Office</u> or 800-321-6742 (OSHA)
OSHA staff can discuss your complaint with you and respond to any questions you may have.

In Person - <u>Visit Your Local OSHA Office</u>
OSHA staff can discuss your complaint with you and respond to any questions you may have.

osha.gov/workers/file-complaint



osha.gov/workers



#### **Whistleblower Protections**

**Employers** cannot retaliate against workers who exercise their rights.

#### Retaliation includes:

- Reduce pay or hours
- Being fired, laid off, or suspended
- Reassignment, discipline, or demotion
- Threats, harassment, and intimidation
- Blacklisted from hiring

Whistleblowers.gov



#### **General Schedule**



- General Industry
  - SST- (Site Specific Targeting)
    - Using CY 2017-2019 or CY 21 Electronic Submissions Higher Injury Rates
      - Low Rate Verification
    - · Non Reporting Companies
      - · Program to target Non Reporters
- U-Tenn List for Construction
- Emphasis Programs:
  - LEP (Local), REP (Regional) NEP (National), SEP (Special)
    SHA Sater and Harith

https://www.osha.gov/sites/default/files/enforcement/directives/CPL\_02-01-062.pdf

#### **National Emphasis Programs** 2023 (NEP)

**Hazardous Machinery (Amputation)** 

**Hexavalent Chromium** 

**Primary Metal Industries** 

Combustible Dust (Directive revised 1/30/2023)

**Process Safety Management (PSM)** 

Shipbreaking

**Trenching and Excavation** 

Silica (Construction and General Industry)

COVID-19 (March, 2021)

Outdoor and Indoor Heat Related Hazards (4/2022)

https://www.osha.gov/enforcement/directives/nep



#### Local or Regional Emphasis Programs - 2023 LEP/REP

- Fall Hazards in Construction & General Industry
  - Especially Ladders
- Grain Handling Facilities
- Powered Industrial Vehicles
- Building Renovation & Rehabilitation
- Federal Agencies
- Wood Pallet Manufacturers
- NOISE (June 1, 2021)
- Transportation Tank Cleaning (August 1, 2021)
- Food Manufacturing in WI, IL, OH (April, 2022) **SHA** Competitional Mathematical Administration https://www.osha.gov/enforcement/directives/lep



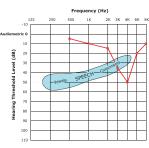
#### Noise Emphasis 1910.95



#### **Noise Standards**



- No additional requirements or standards
- · Just verifying compliance
- · Targeted Industries (Manufacturing)
- · Randomly Selected or
- Inspection Expanded if there another reason



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Exposure Limits 29 CFR 1910.95(b)

Hearing Conservation Program 29 CFR 1910.95(c)

Noise Monitoring 29 CFR 1910.95(d)(e)(f)

Hearing Tests 29 CFR 1910.95(g)(h)

Hearing Protectors 29 CFR 1910.95(i)(j)

Education and Training 29 CFR 1910.95(k)(l)

Recordkeeping 29 CFR 1910.95(m)

29 CFR 1904.10



# Transportation Tank Cleaning Regional Emphasis Program

Focused Industries: Transportation Tank Cleaning Operations

#### Focused Hazards:

- Confined space
  Respiratory protection
  Electrical
  Hazard Communication
- Hazard Communication
  Personal Protective Equipment (PPE)





# Food Manufacturing LEP State of WI: Now OH & IL

- Four WI OSHA Offices
  - Outreach ongoing along with Enforcement
- Vegetables, Dairy and Meat Processing Industries
- · Machine Guarding/LOTO and Sanitation Focused
- Can Expand to other LEP/REP/NEPs
  - Noise
  - PSM
  - Combustible Dust
  - PIV
  - Heat
  - Hazard Communication
- In Plain View items





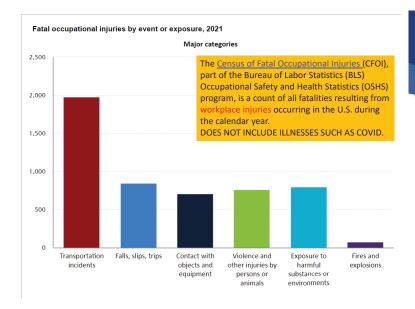
#### **Industries Covered (WI)**

**TABLE 1: Industry Coverage** 

NAICS	Description
3114xx	Fruit and Vegetable Preserving and Specialty Food Manufacturing
311411	Frozen Fruit, Juice, and Vegetable Manufacturing
311412	Frozen Specialty Food Manufacturing
311421	Fruit and Vegetable Canning
311422	Specialty Canning
311423	Dried and Dehydrated Food Manufacturing
3115xx	Dairy Product Manufacturing
31151x	Dairy Product (except frozen) Manufacturing
311511	Fluid Milk Manufacturing
311512	Creamery Butter Manufacturing
311513	Cheese Manufacturing
311514	Dry, Condensed, and Evaporated Dairy Product Manufacturing
311520	Ice Cream and Frozen Dessert Manufacturing
3116xx	Animal Slaughtering and Processing
311611	Animal (except Poultry) Slaughtering
311612	Meat Processed from Carcasses
311613	Rendering and Meat Byproduct Processing
311615	Poultry Processing

# WHAT IS THE LEADING "MANNER OF DEATH" for Workers?





#### COVID or Infectious Disease Std for Healthcare NPRM

 $\frac{\text{https://www.govinfo.gov/content/pkg/FR-2022-03-23/pdf/2022-06080.pdf}}{06080.pdf}$ 

**Healthcare COVID Standard or Infectious Disease Standard?** 





#### **Emergency Temporary Standard and** New Guidance - 6 Months - Expired **December 21, 2021**

**ETS Requirements for Healthcare Settings** Statement on the Status of the **OSHA COVID-19 Healthcare ETS** 

 (December 27, 2021) https://www.osha.gov/coronavirus/ets

**Recordkeeping Provision still in effect** 



#### New Guidance for Other Industries

- Provide workers time off to get vaccine
- Infected workers, unvaccinated workers who had close contact with someone who tested positive, and all workers with symptoms, should stay home.
- Implement physical distancing for unvaccinated/atrisk workers in common areas
- Provide face coverings to unvaccinated and at-risk workers
- Maintain ventilation systems Train workers on COVID-19 policies in language they understand
- Process for workers to voice concerns and protections from retaliation



#### What is the worst scenario you can imagine at your facility? Review EAP after deadly tornados in December, 2021 and

Explosion in Illinois Factory, 2021.





#### Dollar General -**Emergency Exits**

Penalties mount: Fined more than \$15M since 2017, familiar **Dollar General** safety failures in 3 inspections in Florida, Alabama, add \$387K more

OSHA again find blocked emergency exits, merchandise stored unsafely

https://www.osha.gov/news/newsreleases/national/0126 2023#:~:text=Since%202017%2C%20OSHA%20has%2 0issued.more%20than%20180%20inspections%20natio

#### Not an OSHA Photo





#### **Dollar General** -**Emergency Exits**



- Baldwin, WI
- Opened 12/1/21
- Baldwin Fire Inspector closed location on numerous occasions due to blocked aisles/exits and etc.
- Fire inspector files referral to Eau Claire, WI OSHA Office
- 3 Willful citations \$145,027 each
- \$435,081



#### https://www.osha.gov/workplaceviolence

# workplace



#### **Workplace Violence Includes:**



- Beatings
- Stabbings
- Suicides
- Shootings
- Rapes
- Near-suicides
- Psychological traumas
- Threats or obscene phone calls, FACEBOOK & TEXTS
- Intimidation
- Harassment of any nature
- Being followed, sworn or shouted





#### The Categories of Workplace Violence

#### Four broad categories:

- > TYPE 1: Violent acts by criminals who have no other connection with the work-place, but enter to commit robbery or another crime
- > TYPE 2: Violence directed at employees by customers, clients, patients, students, or others to whom services is provided
- > TYPE 3: Violence against coworkers, supervisors, or managers by a present or former employee
- > TYPE 4: Violence committed in the workplace by someone who doesn't work there, but has a personal relationship with an employee-an abusive spouse or domestic partner



#### Hard to Reach Worker



Vulnerable worker, also called "hard-to-reach" worker, could be described as a worker that possesses any of the following characteristics: low-wages, limited education, languagebarrier, foreign-born, youth or older worker, temporary employment, day laborer, migrant or seasonal work.

- **Crew Leaders**
- "Human Trafficking"
- Illegal Sweatshops



#### Temp Workers - New Hires





- New workers are at increased risk of injury.
- •Host employers don't have the same commitment to temporary employees as to permanent ones.
- Employer who bears the risk of the injury (temp agency) does not control safety and health investment.

https://www.osha.gov/temporaryworkers/

Joint Employment

Shared control over worker = Shared responsibility for worker

Fact Sheets on Web Site



# Temporary Workers: Outreach & Education

- Outreach & Luucation
- Temporary Worker Recommended Practices
- Series of Temporary Worker Initiative Bulletins
- Alliance with American Staffing Association



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www.osha.gov/temporaryworkers

# Wage and Hour Case Not Paid Correctly

While the employers sought and contracted the H-2B forestry workers for jobs in Maine, Minnesota, New Hampshire and Wisconsin, investigators learned they illegally placed the workers in non-forestry occupations in the Eau Claire and Abbotsford areas. The occupations included meat processing, concrete finishing, painting, roofing and landscaping. Northwoods and A&C also failed to pay the prevailing wage rates and overtime disclosed on the job order and made illegal deductions for transportation and safety expenses.

"Employers in foreign labor certification programs must recruit workers for specific jobs and show that U.S. workers are not available to meet their needs. Employers of H-2B workers cannot act like temporary employment agencies, placing workers in various occupations outside of the terms of the H-2B contract," Lazzeri added.

#### OSHA-Visa Certifications



Feb. 13, 2023

"U Visas" and "T Visas" allow victims of specific crimes to help law enforcement detect, investigate and prosecute crimes without fear of retaliation based on their immigration status. These visas provide immigration status to non-citizen victims and allow them to remain in the U.S. to assist authorities in combatting human trafficking and other crimes.

For the first time, OSHA will be able to issue these visa certifications – during its workplace safety investigations – when the agency identifies qualifying criminal activities, including manslaughter, trafficking, extortion, felonious assault, forced labor and obstruction of justice.

https://www.osha.gov/news/newsreleases/readout/02132023

#### **U Visa Qualifying Criminal Activities** Most often relevant in workplace crime cases

#### Includes attempt, conspiracy, solicitation

Abduction Abusive sexual contact

Being held hostage Blackmail Domestic violence

**False imprisonment Felonious assault** 

Female genital mutilation

Extortion

Fraud in Foreign Labor Contracting Incest

Involuntary servitude

**Kidnapping** Manslaughter Murder

**Obstruction of justice** Peonage

**Perjury** Prostitution Sexual assault Sexual exploitation

Slave trade Stalking Torture **Trafficking** 

Unlawful criminal restraint

Witness tampering



#### Non-Routine Project/Tasks

If a non-routine project or task requires additional workers or a different skill set, should you take on the responsibility of the task and safety? When do you hire a "professional" or contractor that specializes in that work?

- **Snow Removal Roofs**
- **Roof Repair**
- **Confined Space**
- Remodeling



#### **Cooperative Programs**

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











#### FY 2023 Outreach Events

- Stand-Up 4 Grain Safety Week (March 27-31, 2023)
- Heat Illness Prevention Campaign (starting spring 2023)
- National Work Zone Awareness Week (Apr. 17-21, 2023)
- Fall Prevention Stand-Down (May 1-5, 2023)
- Trench Stand Down (June, 2023)
- Safe + Sound Week (August 2023)
- Suicide Prevention Awareness Month (Sept. 2023).

  SHA Survey of the Prevention Awareness Month (Sept. 2023).



#### **Stand Up 4 Grain Safety Week**

(March 27-31, 2023)



Annual Stand-Up will be March 27-31, 2023 Kickoff event will be in Ohio Hosted by OSHA and the National Grain and Feed Association, the Grain Handling Safety Coalition, and the Grain Elevator and Processing Society

#### **Heat Illness Prevention Campaign**

- ■Heat illness sickens thousands and results in the deaths of dozens of workers each year
- Campaign educates employers and workers on danger of working in heat
- Campaign complements OSHA heat rulemaking and enforcement, including a National Emphasis Program







Spanish

www.standup4grainsafety.org



/ww.osha.gov/heat



#### **Heat Illness Prevention Campaign Proposed Rule Making and NEP**

- ■Indoor and Outdoor
- ■Resources include OSHA-NIOSH heat safety app
- ■Informal launch is May 26, 2023 ("Don't Fry Day" – Friday before Memorial Day)
- ■Also draws attention to Sun Cancer





#### **Heat NEP: Trigger Temps**

- On heat priority days (when the heat index is expected to be **80 degrees F or** higher):
- On any day that the National Weather Service (NWS) has announced a heat advisory or warning, for the local area: https://www.weather.gov/safety/h

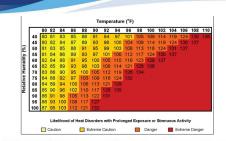




www.osha.gov/heat

#### **Heat Index**

- Caution (80° F - 90° F HI)
- Extreme Caution (91° -103° F HI),
- Danger (103° F - 124° F HI)
- Extreme Danger (126° F or higher HI)



IMPORTANT: Since heat index values were devised for shady. light wind conditions, exposure to full sunshine can increase heat index values by up to 15°F. Also, strong winds, particularly with very hot, dry air, can be extremely hazar.

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#### Work Zone Awareness Week (April 17-21, 2023)

- Annual spring campaign held at the start of construction season to encourage safe driving through highway work zones
- OSHA's Roadway Work Zone Safety Health Partners national Alliance supports this events



ww.nwzaw.org



#### Worker Memorial Day April 28



Every year, on April 28th, the nation recognizes Workers Memorial Day. This is the day we pay our respects to those who lost their lives on the job,and recognize the impact these tragic losses have on families, co-workers, and communities. The day also marks a rededication to the fight for safe and healthful workplaces for all workers.

Virtual and In-Person Events: Contact Area Office for Info if interested in either





#### **Fall Prevention Stand-Down**

(May 1-5, 2023)

- Annual event of the Fall Prevention Campaign
- Open to any organization in any industry
- •Can request an OSHA Staff Member to Participate at your site.





#### **Fall Prevention Campaign**

- FALLS are the leading cause of deaths in construction > 36% of all construction fatalities
- ■In 2019, there were 401 fatal falls to a lower level out of 1,102 construction fatalities
- •Millions of employers and workers participate in annual National Safety Stand-Down to prevent falls events nationwide

www.osha.gov/stopfalls



# Stop Falls: Fall Prevention Campaign



**Falls** are the leading cause of worker fatalities in construction. **These are preventable**.

- PLAN ahead to get the job done safely.
- PROVIDE the right equipment.
- TRAIN everyone to use equipment safely.





osha.gov/stopfalls



# Trench Safety Stand-Down June





Wisconsin Underground Contractor Association (WUCA) and OSHA Agreed to an Alliance (April 21, 2023 signing date).

www.nuca.com/tssd



#### Social Media Trench Referral

- Social Media: Facebook
- News Articles
- EMS
- County/ Local Inspectors



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#### 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 will be in August 2023 (dates TBA)



www.osha.gov/safeandsound



# Safe + Sound Week August 2023

- Nationwide event to raise awareness of value of safety and health programs
- Organizations of any size or in any industry can participate
- OSHA provides suggested activities



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www.osha.gov/safeandsoundweek

#### **Safety and Health Programs**

# Every effective safety and health program includes three key components:

- Management leadership
- Worker participation
- A systematic approach to finding and fixing workplace hazards



osha.gov/shpguidelines/



#### **Benefits to the Bottom Line**

Safety and health programs help businesses:

- Prevent workplace injuries and illnesses
- •Improve compliance with laws and regulations
- **Reduce** costs, including workers' compensation premiums
- Engage workers
- •Enhance social responsibility goals
- •Increase productivity and enhance overall business operations



**Benefits** 

#### **Suicide Prevention Awareness**



- Suicide is a complex public health problem that deeply impacts workers, their families, and our communities.
- Worker suicides are especially high among construction workers, due in part to work-related stresses such as seasonal work, demanding schedules, and workplace injuries.
- OSHA published a new poster, "Suicide Prevention: 5 Things You Should Know" in May 2022 and signed a national alliance with the American Foundation for Suicide Prevention in September.
- The agency continue to support Suicide Prevention Awareness Month in September.

www.osha.gov/preventingsuicides



#### **Protecting Young Workers**

Workers of all ages have rights to safe workplaces:

- to raise concerns about hazards without fear of retaliation
- to receive training and PPE
- to ask questions if something seems unsafe



OSHA: Young
Workers' Rights
(Spanish)
OSHA: Young
Workers' Rights
(English)





# Wage and Hour Division Child Labor Laws

Packers Sanitation Services Inc. employed minors to use caustic chemicals to clean razor-sharp saws, other high-risk equipment at 13 meat processing facilities in 8 states

https://www.dol.gov/newsroom/releases/whd/whd20230217-1



A photo taken by a Labor Department investigator shows a child who worked for Packers Sanitation Services Inc. cleaning a slaughterhouse in Grand Island, Neb.



#### Teen Tuesday Campaign

Four Targeted Groups:

- 1. Teen Worker
- 2. Educator
- 3. Employer
- 4. Parent/Guardian

May not be teenager but someone's FIRST REAL JOB.

Mental/Emotional Maturity at 25 YO?

https://www.osha.gov/young-workers/hazards



Teen Workers Have Rights!

#KeepTeenWorkersSafe

#### **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
- 26,000 visits annually to small employers



#### OSHA Onsite Consultation Service 1-800-947-0553

#### No cost

**Small/Medium** size employers Dedicated University of Wisconsin employees,

- Violations of OSHA standards are not reported to OSHA enforcement staff
  - •unless employer fails to eliminate

No penalties or citations Serious Hazards must be corrected http://www.slh.wisc.edu/wiscon







#### **OSHA Web Resources**



- Compliance Assistance
- Training
- Cooperative Programs
- Forms
- Contact OSHA

# Training: English as a Second Language Publications

- All COVID-19 alerts are in Spanish and English.
- Ten Steps All Workplaces Can Take to Reduce Risk of Exposure to Coronavirus Poster (OSHA 4014 - 2020)- translated into 12 different languages.
- File an OSHA or whistleblower complaint online in Spanish



osha.gov



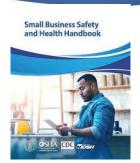
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#### **OSHA Publications**

for every workplace training need



## **Help for Small Businesses:** Publications







osha.gov/publications

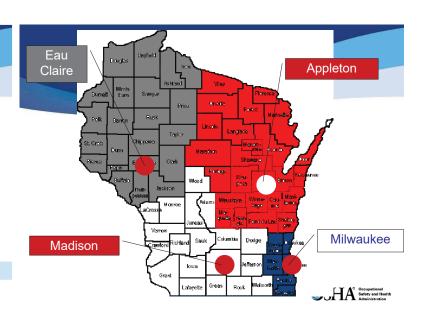


#### **OSHA** QuickTakes



- FREE OSHA e-newsletter delivered twice monthly to more than 250,000 subscribers
- Latest news about OSHA initiatives and products to help employers and workers find and prevent workplace hazards
- Sign up at www.osha.gov





# Wisconsin Offices - Compliance Assistance Specialists

Vacant U. S. Dept. of Labor - OSHA 1648 Tri Park Way Appleton, WI 54914 (920) 734-4521 OSHAAppleton@dol.gov

Mary Bauer
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OSHA\*

### **QUESTIONS**





