

2025 OSHA® Update

Danica Harrier, CSP, CHMM
WisCon Program Manager & Outreach Director



Bio:

- CSP = Certified Safety Professional
- CHMM = Certified Hazardous Materials Manager
- WisCon 13 years
- Consulted with hundreds (~500) WI Companies
- Identified thousands of hazards
- Collected more than 10,000 IH samples
- Food Manufacturing, Veterinary Medicine and Management



Agenda:

- General Update
 - “New”
 - Ongoing
 - Hazards
 - Emphasis Programs
- Initiatives & Resources

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“OSHA Walkaround Rule” 1903.8 – Effective 5/24



- OSHA Act of 1970 previously allowed **employee representatives** to accompany the inspector.
- Employee representatives were *limited* to current employees.
- There was a limited exception for 3rd party representation = safety engineers and industrial hygienists that were *reasonably necessary*

“OSHA Walkaround Rule”
1903.8 - Effective 5/24



- Employee representatives has been **expanded** = current employees and 3rd parties
- “Reasonably necessary” by virtue of relevant knowledge, skills, or experience with hazards or conditions of the workplace or similar workplaces, or language or communication skills.

<https://www.osha.gov/worker-walkaround/final-rule>

Frequently Asked Questions
Worker Walkaround Designation Process (Walkaround) Rule

(Note: These FAQs will be updated periodically based on OSHA’s experience in implementing this regulation and to answer stakeholder questions. Stakeholders should periodically check these FAQs for updated guidance.)

What is the “Walkaround” final rule about?	+
Why is OSHA doing this rulemaking?	+
What did 29 CFR 1903.8(c) say before it was revised by this rulemaking?	+
What does 29 CFR 1903.8(c) say now?	+
How did the meaning of the regulation change?	+
What must employers do to comply with the final rule?	+
Under certain circumstances, can a third party asserting representative status be denied access to the walkaround?	+
How do CSROs determine whether employees have a walkaround representative?	+
What is the process by which employees can designate a representative?	+
How many employees are required to authorize a walkaround representative? A majority of the workforce or the department at issue in the inspection, for example? Can a single employee authorize the representative?	+
Can a CSRO designate a third party as an authorized employee representative without a request or designation by employees?	+
Is there a way for employees or the employer to object to a walkaround representative?	+
How many walkaround representatives can there be on an inspection?	+

<https://www.osha.gov/worker-walkaround/final-rule/faq>

Memorandum – 4/17/24
Instance-By-Instance Citation Policy



Memorandum – 4/17/24

Instance-By-Instance Citation Policy

Per machine, location, entry, or employee

Example 1:

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:

= 2 separate citations, 2 penalties



Example 2:

- 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.

Example 3:

- PRCS Entries done – past 6 months

- 1910.146(f) The entry permit shall identify the permit space, the purpose of the entry, the date and the authorized duration...

- Each ENTRY = separate citations with individual penalties!



Example 4:

- 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 penalties!



Memorandum – 4/17/24

Instance-By-Instance Citation Policy

- In 1990:

- IBI Citations applied to “egregious” cases, willful citation items

- January 26, 2023:

- IBI Citations expanded to include high-gravity serious violations specific to:
 - Falls
 - Trenching
 - Machine guarding
 - Respiratory Protection
 - PRCs
 - LOTO

Memorandum – 4/17/24

Instance-By-Instance Citation Policy

- April 17, 2024:

- IBI Citations may be issued for serious and/or repeat violations of **any** OSHA standard, the general duty clause or other than serious violations of the OSHA recordkeeping requirements.
- Enforcement tool to use against “recalcitrant employers and employers that require additional deterrence.”

<https://www.osha.gov/memos/2024-04-17/instance-instance-citation-policy-serious-repeat-and-other-serious-violations>

Civil Penalties ↑ 2025

Type of Violation	Penalty Minimum	Penalty Maximum
Serious	\$1,221 per violation	\$16,550 per violation
Other-Than-Serious	\$0 per violation	\$16,550 per violation
Willful or Repeated	\$11,823 per violation	\$165,514 per violation
Posting Requirements	\$0 per violation	\$16,550 per violation
Failure to Abate	N/A	\$16,550 per day unabated 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	2025 GBP
High	Greater	High	\$16,550
Medium	Greater	Mod	\$14,187
Low	Greater	Mod	\$11,823
High	Lesser	Mod	\$11,823
Medium	Lesser	Mod	\$9,457
Low	Lesser	Low	\$7,093

Table 6-2: Size Reduction Employees

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%

www.osha.gov/penalties

Hazard Communication Standard Updated
7/19/2024

- History:
 - 1983 Standard
 - Revised 2012 (GHS Alignment)
 - Revised 2024 (GHS Alignment and Addresses Issues)

[Final Rule Modifying the HCS to Maintain Alignment with the GHS](#)

Hazard Communication Standard Updated 7/19/2024

• History:

- 1983 Standard
- Revised 2012 (GHS Alignment)
- Revised 2024 (GHS Alignment and Addresses Issues)

• Major Updates:

- Chemical Classes and Categories Changed (rev 7 & 8)
- Expanded Label Guidance
- Trade Secrets

Hazard Communication Standard Updated 7/19/2024

• Alignment with GHS:

- Adding pyrophoric gases and unstable gases to flammable gases
- Changing "flammable aerosols" to "aerosols"
- Defining nonflammable aerosols
- Adding "chemicals under pressure" to the aerosol definition
- Revised oxidizing solids testing
- Adding desensitized explosives into Appendix B (physical hazards)

For toxicity, the updated HazCom standard now allows for testing results that use effects on people instead of strictly animal testing.

- May result in revised SDS's and labels!

Hazard Communication Standard Updated 7/19/2024



• Small Containers Guidance:

- 100mL capacity or less
 - Product Identifier, Pictograms, Signal Word & Chem Mfr Name and Phone
 - Statement that full label on outer package
- 3mL capacity or less
 - If label interferes with normal use, product identifier only
 - Statement that the small container must be stored in the package when not in use.
 - Full label information on immediate outer package

Hazard Communication Standard Updated 7/19/2024



Trade Secrets:

- **SDS – Concentration Range, selected from list**
 - Range must be the narrowest range possible.
 - Narrower ranges may be used
- **Medical Emergency:** EXACT chemical identity and concentration shared to PLHCP w/o Confidentiality Agreement
- **Non-Medical Emergency:** Chemical identify and concentration requested in-writing and made available to health professionals (PLHCP, IH, toxicologist, etc.) for select reasons.

Hazard Communication Standard Updated 7/19/2024

	DATE	REQUIREMENT	REGULATED ENTITY
Substances	1/1/2026	Update labels and SDSs for substances	Chemical manufacturers, importers, and distributors
	7/20/2026	Update workplace labels, hazard communication program, and training as necessary for substances	Employers
Mixtures	7/19/2027	Update labels and SDSs for mixtures	Chemical manufacturers, importers, and distributors
	1/19/2028	Update workplace labels, hazard communication program, and training as necessary for mixtures	Employers
	5/20/2024	May comply with the revised HazCom standard, the current standard, or both	Chemical manufacturers, importers, and distributors

SECTION 3: Composition/Information on Ingredients

3.1 Substances

Formula : CO
Molecular weight : 28.01 g/mol
CAS No. : 630-08-3
EC No. : 211-128-3

Index No. : 006-001-00-2

The life science business of Merck KGaA, Darmstadt, Germany operates as MilliporeSigma in the US and Canada

MILLIPORE SIGMA

Component	Classification	Concentration
Carbon monoxide	Harm. Gas 1; Press. Gas (Comp. Gas; Acute Tox. 3); Repro. 1A; STOT 10 11; H220, H280, H331, H360, H372	See SDS %

3. Composition / Information on Ingredients

Components	CAS Number	Concentration (Weight)
Poly(hexamethylene diisocyanate)	28182-81-2	40-75 %
4-CHLOROBENZOTRIFLUORIDE	98-56-6	10-25 %
Methyl Acetate	79-20-9	10-25 %
Proprietary	Proprietary	< 20 %

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Revised: 2022.05 Page 2 of 11

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Index No.	Classification	Concentration
006-001-00-2	Flam. Gas 1; Press. Gas 1; Corros. Gas Acute Tox. 3; H220, H260, H331, H360, H372	See SDS

- New 2024 HazCom:
- 0.1-1%
 - 0.5-1.5%
 - 1-5%
 - 3-7%
 - 5-10%
 - 7-13%
 - 10-30%, etc.

3. Composition / Information on Ingredients

Components	CAS Number	Concentration (Weight)
Poly(hexamethylene diisocyanate)	28152-81-2	0-75 %
4-CHLOROBENZOTRIFLUORIDE	98-56-6	0-25 %
Methyl Acetate	79-20-9	0-25 %
Proprietary	Proprietary	< 20 %



Construction PPE Standard Updated 1/13/2025



1926.95(c) Design and selection. Employers must ensure that all personal protective equipment: 1926.95(c)(1) is of safe design and construction for the work to be performed; and 1926.95(c)(2) is selected to ensure that it properly fits each affected employee.

Department of Labor finalizes rule on proper fit requirements for personal protective equipment in construction | Occupational Safety and Health Administration

Reminder: Severe Violator Enforcement Program 9-15-2022

• CPL 02-00-169

• Concentrates on inspecting employers that have demonstrated indifference to the OSHA Act obligations by committing **Willful Repeated or Failure-to-abate** Violations.

https://www.osha.gov/sites/default/files/enforcement/directives/CPL_02-00-169.pdf



Criminal Charges for OSHA Violations



- Connecticut - 2022 - 8' Trench Collapse/Fatality 56yr old
- Previous trench OSHA citations
- Trench **collapsed twice** that day before the one that killed ee.
- The **owner** and an **equipment operator** for Botticello, Inc. were arrested and plead guilty.
- Expected to serve **10 years prison**.
- **OSHA Fine \$375K**

[Connecticut contractor's failure to address hazards turns deadly when trench collapse buried worker at Vernon job site | Occupational Safety and Health Administration](#)

Didion Milling Inc
May 2017 Explosion (5 fatalities)
Cambria, WI

OSHA Case (Civil)

- Resolved December 2023
- Agreed to pay \$1.8 million in penalties
- Agreed to make extensive safety improvements.



Grand Jury Indicted 6 Managers on 9 counts

Didion Milling Inc pleaded guilty on 9/29/23

- Falsifying the mill's cleaning and baghouse logs
- \$1 million to the DOJ related to falsifying cleaning records from 2015-2017.
- \$10.25 Million to the workers.

Criminal Convictions – 10/13/23

- **VP of Operations (Convicted -2 year prison)**
 - - Conspiring to falsify documents
 - - Making false Clear Air Act certifications
 - - Obstructing OSHA
- **Food Safety Superintendent (Convicted)**
 - - Fraud conspiracy against customers
 - - Conspiring to obstruct and mislead OSHA

Guilty Pleas:

- **Shift Superintendent** – Obstructing OSHA's investigation
- **Former Environmental Manager** – Conspiring to conceal violations

Guilty Pleas (Making False Entries/Statements):

- **Shift Superintendent**
- **Shift Superintendent**

As of 2/6/25 Sentencing hearings are pending

Reminder: 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**.



<https://www.osha.gov/report>

Wisconsin OSHA Offices

• U. S. Dept. of Labor - OSHA

- 1648 Tri Park Way
- Appleton, WI 54914
- (920) 734-4521
- OSHAAppleton@dol.gov

• U. S. Dept. Of Labor - OSHA

- 1310 W. Clairemont Ave
- Eau Claire, WI 54701
- (715) 832-9019
- OSHA Eau Claire@dol.gov

• U. S. Dept. of Labor -

- OSHA 1402 Pankratz St,
Suite #114 Madison, WI 53704
- (608) 733-2822
- OSHAMadison@dol.gov

• U. S. Dept. of Labor -

- OSHA 310 W. Wisconsin
Ave Milwaukee, WI 53203
- (414) 297-3315
- OSHAMilwaukee@dol.gov



To Make a Report

- Call the nearest [OSHA office](#)
- Call the OSHA 24-hour hotline at [1-800-321-6372](tel:1-800-321-6372) (OSHA).
- [Report online](#)

Be prepared to supply: Business name; names of employees affected; location and time of the incident; brief description of the incident; contact person and phone number.

If the Area Office is closed, may I report the incident by leaving a message on OSHA's answering machine, faxing the Area Office, or sending an e-mail?

Yes. If the Area Office is closed, you must report the fatality, in-patient hospitalization, amputation, or loss of an eye using either the 800 number (1-800-321-6742) or by filling out the [Serious Event Reporting Online Form](#).

How does OSHA define "in-patient hospitalization"?

OSHA defines in-patient hospitalization as a formal admission to the in-patient service of a hospital or clinic for care or treatment. **Treatment in an Emergency Room only is not reportable.**

<https://www.osha.gov/report>

Updated Recordkeeping Directive – 1/13/25

Electronic Submission of Injury and Illness Data

- **CPL 02-00-072 replaced the previous directive.**
- Major changes:
 - Exemptions were revised to reflect NAICS rather than SIC classifications
 - References were updated to reflect recent regulation/policy updates
 - FAQs moved from the CPL to OSHA's website

Final Rule (2023)

Electronically Submitting Injury and Illness Data

Injury Tracking Application (ITA) Information

Resources for Electronic Submission of Injury and Illness Data

NOTICE: The deadline for timely submission of injury and illness data was March 2, 2025. Establishments who missed the deadline must still submit their data. Visit the [ITA Coverage Application](#) to determine whether you are required to submit this data.

This page provides requirements and guidance about electronically submitting your establishments' injury and illness data from the OSHA Form 300A, Summary of Work-Related Injuries and Ills; OSHA Form 300, Log of Work-Related Injuries and Illnesses; and OSHA Form 301, Injury and Illness Incident Report. OSHA provides a secure website, the [Injury Tracking Application \(ITA\)](#), where you manually enter your data to the ITA via the web form, upload a CSV file to the ITA, or transmit data electronically via an API (application programming interface).



Download the ITA User Guide
Unsure where to begin? Can't remember how to submit your data? Download our NEW ITA User Guide to help guide you.



Take me to the ITA
Navigate to the ITA Login Page to begin submitting your injury and illness data. If this is your first year using the ITA, please



ITA Frequently Asked Questions
Have a question about the requirements or using the IT? Review our Frequently Asked Questions, updated annu

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Download the ITA User Guide
Unsure where to begin? Can't remember how to submit your data? Download our NEW ITA User Guide to help guide you.



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ITA Frequently Asked Questions
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General establishments must electronically submit their OSHA injury and illness data Forms 300, 301, and 303 dated by March 2 of the year following the incident year of the data (e.g., for submission calendar year 2024 data that is March 2, 2025). However, not all establishments need to submit time data. To determine if your establishment is required to electronically submit data to OSHA, please complete the following selections. All selections are required.

State:

Did your firm have 10 or more employees during the previous year? ☐ No ☐ Yes

Peak establishment employment from the previous year:

Is the establishment a government facility? ☐ No ☐ Yes, Federal Government ☐ Yes, State or Local Government

NWCS Code:



ITA Coverage Application

Based on your entries, you are required to report your OSHA Forms 300, 301, and 303 data to OSHA through the [Injury Tracking Application](#).

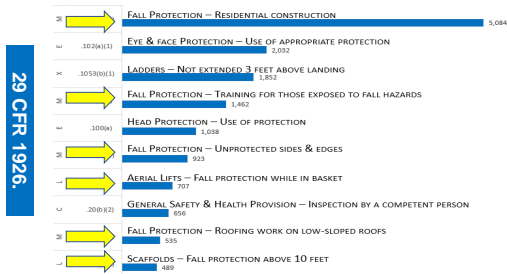
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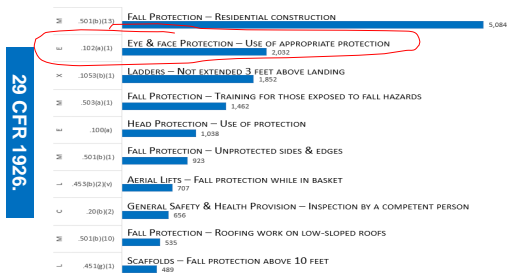
Most Frequently Cited Serious Violations in **Construction** FY 2023



Most Frequently Cited Serious Violations in **Construction** FY 2023



Most Frequently Cited Serious Violations in Construction FY 2023



1926.102(a)(1) The employer shall ensure that each affected employee **uses** appropriate eye or face protection when exposed to eye or face hazards from flying particles, molten metal, liquid chemicals, acids or caustic liquids, chemical gases or vapors, or potentially injurious light radiation.



Most Frequently Cited Serious Violations in **Construction** FY 2023

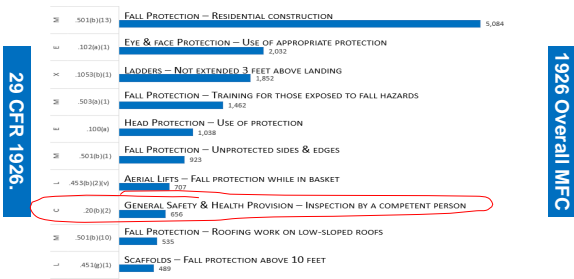


1926.100(a) Employees working in areas where there is a possible danger of head injury from impact, or from falling or flying objects, or from electrical shock and burns, **shall be protected by protective helmets.**

December 11, 2023
Contact: Office of Communications
Phone: 202-455-1389


OSHA announces switch from traditional hard hats to safety helmets to protect agency employees from head injuries better
WASHINGTON – The U.S. Department of Labor’s Occupational Safety and Health Administration announced that the agency is replacing traditional hard hats used by its employees with more modern safety helmets to protect them better when they are on inspection sites.
In 2020, the Bureau of Labor Statistics reports head injuries accounted for nearly 6 percent of non-fatal occupational injuries involving days away from work. Almost half of those injuries occurred when workers came in contact with an object or equipment while about 20 percent were caused by slips, trips and falls.
Dating back to the 1960s, traditional hard hats protect the top of a worker’s head but have minimal side impact protection and also lack chin straps. Without the straps, traditional hard hats can fall off a worker’s head if they slip or trip, leaving them unprotected. In addition, traditional hard hats lacked vents and required heat strokes.
On Nov. 12, 2023, OSHA published a Safety and Health Information Bulletin detailing key differences between traditional hard hats and more modern safety helmets and the advancements in design, materials and other features that help protect workers’ entire heads better. Today’s safety helmets may also offer face shields or goggles to protect against projectiles, dust and chemical splashes. Others offer built-in hearing protection and/or communication systems to enable clear communication in noisy environments.
More types of modern safety helmets designed for protecting workers in various work settings, in high-temperature, specialized work and low-risk environments, performing tasks involving electrical work and working from heights, and when required by regulations or industry standards.
OSHA wants employers to make safety and health a core value in their workplaces and is committed to doing the same by leading by example and embracing the evolution of head protection.

Most Frequently Cited Serious
Violations in **Construction**
FY 2023



1926.20(b)(7) **Accident Prevention Responsibilities**. Such programs shall provide for frequent and regular inspections of the job sites, materials, and equipment to be made by competent persons designated by the employers.

Competent Person



Overview

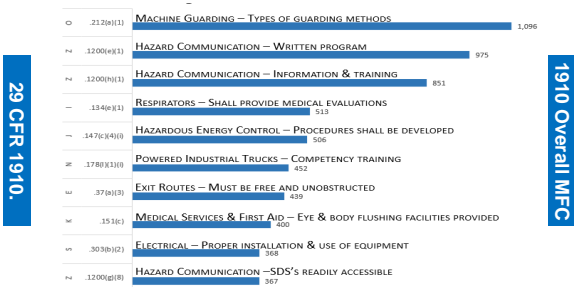
The term "Competent Person" is used in many OSHA standards and documents. An OSHA "competent person" is defined as **"one who is capable of identifying existing and potential hazards that are not obvious to most workers and who is authorized to take prompt corrective measures to eliminate them"** (29 CFR 1926.1053). By way of training and/or experience, a competent person is knowledgeable of applicable standards, is capable of identifying workplace hazards relating to the specific operation, and has the authority to correct them. Some standards add additional specific requirements which must be met by the competent person.

Standards

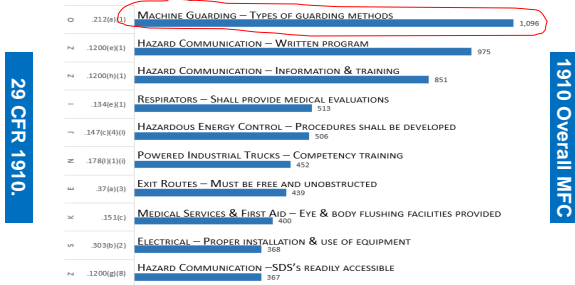
Additional Resources

Workers' Rights

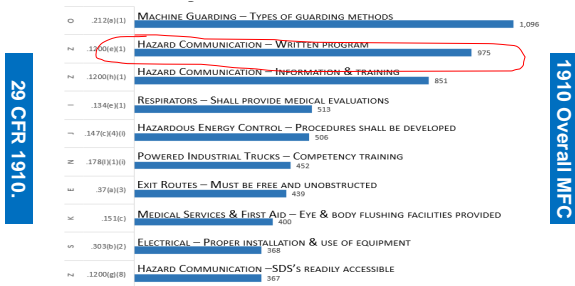
Most Frequently Cited Serious Violations in
General Industry FY 2023



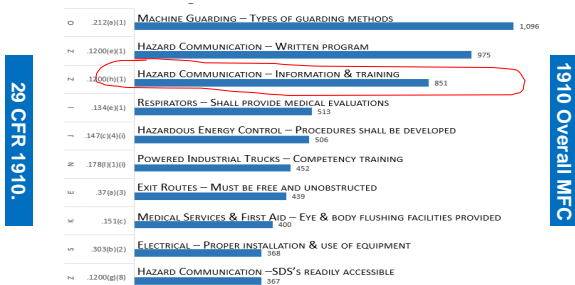
Most Frequently Cited Serious Violations in General Industry FY 2023



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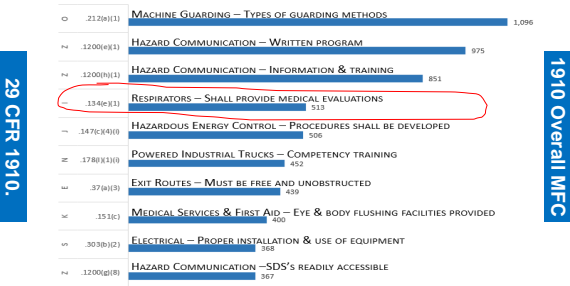


1910.1200(h)(1) Employers shall provide employees with effective information and training on **hazardous chemicals in their work area** at the time of their initial assignment, and whenever a new chemical hazard the employees have not previously been trained about is introduced into their work area. Information and training may be designed to cover categories of hazards (e.g., flammability, carcinogenicity) or specific chemicals. Chemical-specific information must always be available through labels and safety data sheets.

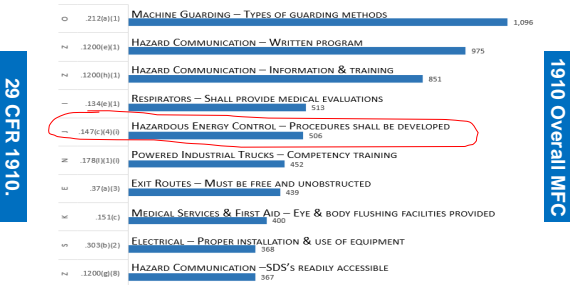


Don't forget about chemical byproducts!

Most Frequently Cited Serious Violations in
General Industry FY 2023



Most Frequently Cited Serious Violations in
General Industry FY 2023



1910.147(c)(4)(ii) The procedures shall clearly and specifically outline the scope, purpose, authorization, rules, and techniques to be utilized for the control of hazardous energy, and the means to enforce compliance including, but not limited to, the following:

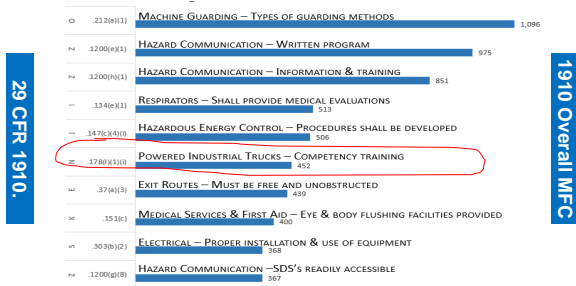
1910.147(c)(4)(ii)(A) A specific statement of the intended use of the procedure;

1910.147(c)(4)(ii)(B) Specific procedural steps for shutting down, isolating, blocking and securing machines or equipment to control hazardous energy;

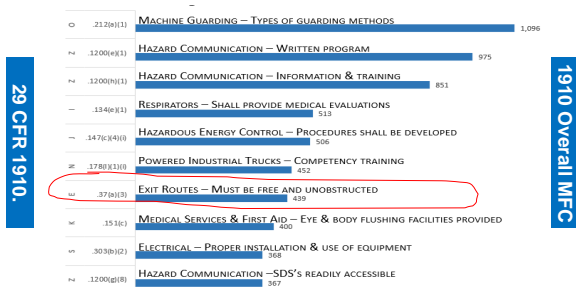
1910.147(c)(4)(ii)(C) Specific procedural steps for the placement, removal and transfer of lockout devices or tagout devices and the responsibility for them; and

1910.147(c)(4)(ii)(D) Specific requirements for testing a machine or equipment to determine and verify the effectiveness of lockout devices, tagout devices, and other energy control measures.

Most Frequently Cited Serious Violations in General Industry FY 2023



Most Frequently Cited Serious Violations in General Industry FY 2023



1910.37(a)(3) Exit routes must be **free and unobstructed**. No materials or equipment may be placed, either permanently or temporarily, within the exit route. The exit access must not go through a room that can be locked, such as a bathroom, to reach an exit or exit discharge, nor may it lead into a dead-end corridor. Stairs or a ramp must be provided where the exit route is not substantially level.

1910.36(g)(2) An **exit access must be at least 28 inches** (71.1 cm) wide at all points. Where there is only one exit access leading to an exit or exit discharge, the width of the exit and exit discharge must be at least equal to the width of the exit access.



Most Frequently Cited Serious Violations in General Industry FY 2023

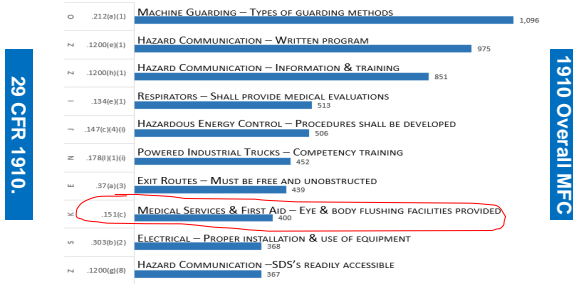
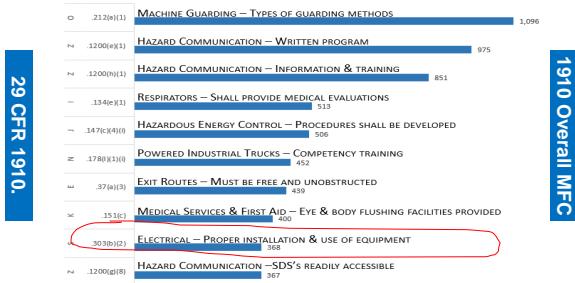


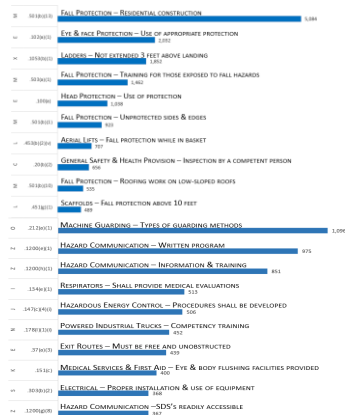
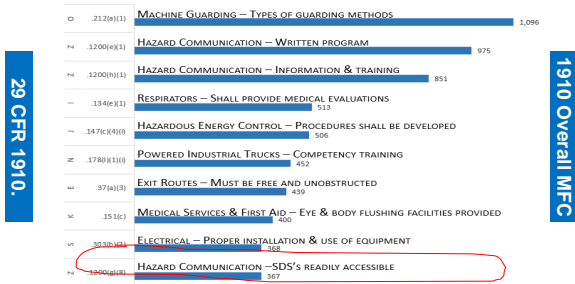
FIGURE 4-1 First aid equipment
Locations of first aid equipment
 After installation, first aid equipment must be readily accessible. Must be kept in a clean, dry, and well-ventilated area.
 After use, equipment must be cleaned and stored in a clean, dry, and well-ventilated area.
 After use, equipment must be cleaned and stored in a clean, dry, and well-ventilated area.
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Most Frequently Cited Serious Violations in General Industry FY 2023



Most Frequently Cited Serious Violations in General Industry FY 2023



General Schedule



General Industry:

SST = Site Specific Targeting

- High-Rate Establishments (CY2021)
- Upward Trending (2X or higher CY2019 with continued trend through CY2021)
- Low Rate Verification (CY2021)
- Non Reporting Companies (CY2021)
 - Target Non Reporters

Source: CPL 02-01-064, Effective February 7, 2023

General Schedule

- Construction: Dodge Reports (aka "U-Tenn List")
 - Criteria-Driven

VI. Federal Program Change. This instruction describes a Federal program change for which State adoption is not required. However, States are required to have their own inspection targeting system (a "core inspection policy"), which must be documented in their State Plans and revised as necessary to reflect current practices.

A. State Targeting Systems.

1. CPL 02-00-025 (CPL 2.25), January 4, 1995, discussed options for State targeting systems. The general industry option has been updated in the past through notices discussing OSHA's Site-Specific Targeting Plan; this instruction addresses targeting for construction. States have two options for targeting construction inspections:

a. Use an existing State-developed construction inspection targeting system based on available State data.

b. Participate in the OSHA Construction Inspection Targeting System described in this instruction. As noted in Section VII, the system uses F.A. Dodge reports on construction projects to produce monthly inspection lists which are posted on a website available to participating States upon request. This system uses a computer-based methodology to select construction projects for inspection on a rotational basis when they are 30-60% complete. Selected sites represent a broad range of construction projects.

2. Each State should review the construction targeting system described in its State plan to assure its accuracy and that it meets the requirements of this directive, and make revisions as appropriate. If a State adopts, develops, or revises an inspection scheduling system different from that indicated in its response to CPL 02-00-025, the State must notify the Regional Administrator of the change and, if the revised procedures differ from the Federal system outlined in this instruction, provide a plan supplement describing these procedures within six months of the date of this instruction.

Source: CPL 02-00-155: Inspection Scheduling for Construction

General Schedule

- Emphasis Programs:
 - LEP (Local)
 - REP (Regional)
 - NEP (National)
 - SEP (Special)

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

Agenda:

- General Update
- ✓ "New"
- ✓ Ongoing
- ✓ Hazards
 - Emphasis Programs
- Initiatives & Resources



National Emphasis Programs

- Hazardous Machinery (Amputations)
- Hexavalent Chromium
- Lead
- Primary Metal Industries
- Combustible Dust
- Process Safety Management (PSM)
- Shipbreaking
- Trenching and Excavation
- Silica (Construction and General Industry)
- Outdoor and Indoor Heat
- Falls (General Industry & Construction)
- Warehousing

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

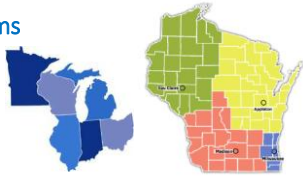


Regional Emphasis Programs

- Grain Handling Facilities (REP expires 9-30-2028)
- Powered Industrial Vehicles (REP expires 9-30-2028)
- Noise (REP expires 5-31-2026)
- Transportation Tank Cleaning (REP expires 7-31-2026)
- Food Manufacturing (REP expires 9-30-2028)

<https://www.osha.gov/enforcement/directives/lep>

Local Emphasis Programs



- Building Renovation & Rehabilitation (LEP expires 9-30-2028)
 - Madison, Milwaukee and Appleton Area Offices + OH + IL
- Wood Pallet Manufacturers (LEP expires 9-30-2028)
 - All WI Area Offices + IL + OH

<https://www.osha.gov/enforcement/directives/lep>

Directives:

- Directives provide instruction in carrying out administration of various Emphasis Programs policies and procedures

- Published/Available



A July 2023 study released by the American Medical Association underscores the dangers for workers in these industries. The "[Silicosis Among Immigrant Engineered Stone Countertop Fabrication Workers in California](#)" study cited 52 male patients diagnosed with silicosis caused by occupational exposure to respirable silica dust from engineered stone. Of these patients, 20 suffered progressive massive fibrosis, 11 needed lung transplants and 10 died due to their exposures.

Silica NEP Addition 9/25/2023

Engineered Stone Fabrication and Installation

Warehousing and Distribution NEP 7/13/2023



- Initiated because I&I rates for these establishments were **significantly higher** than those in other establishments.
- NEP intended to enhance OSHA's enforcement on:
 - Warehousing and distribution centers
 - Mail/postal processing and distribution centers
 - Couriers and express delivery services
 - Local messengers and local delivery industries
 - High injury rate retail establishments

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Warehousing and Distribution NEP 7/13/2023

NAICS Codes Targeted by the Warehousing NEP

Table 2: Covered Industries

NAICS CODES	ESTABLISHMENTS
491110	Postal Service (Processing and Distribution Centers only)
492110	Couriers and Express Delivery Services
492210	Local Messengers and Local Delivery
493110	General Warehousing and Storage
493120	Refrigerated Warehousing and Storage
493130	Farm Product Warehousing and Storage
493190	Other Warehousing and Storage

Table 3: High Injury Rate Retail Establishments

NAICS CODES	HIGH INJURY RATE RETAIL ESTABLISHMENTS
444110	Home Centers
444130	Hardware Stores
444190	Other Building Material Dealers
445110	Supermarkets and other grocery stores
452311	Warehouse Clubs and Supercenters

Source: CPL 03-00-026 NEP on Warehousing and Distribution Centers

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Warehousing and Distribution NEP 7/13/2023



- Common Hazards Include:
 - powered industrial vehicle operations
 - material handling/storage
 - walking-working surfaces
 - fire protection
 - means of egress

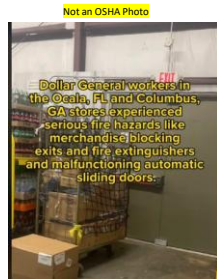


- Heat and Ergo hazards must be considered during all NEP inspections.

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Dollar General – Emergency Exits

- Penalties mount: Fined more than \$15M since 2017
 - Failures in 3 Florida and Alabama inspections
 - + \$387K more
 - OSHA again fined blocked emergency exits, merchandise stored unsafely
- <https://www.osha.gov/news/newsreleases/national/01262023> - text=Since%202017%2C%20OSHA%20has%20issued%20more%20than%201%20\$25%20inspection%20penalties



Dollar General – Emergency Exits



- Baldwin, WI
- 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**

[illegible]

Amputation NEP:

What causes

LOTO related injuries?



- According to the Bureau of Labor Statistics
 - 80% failed to turn off equipment
 - 10% equipment activated by someone else
 - 5% failed to control potential energy
 - 5% disconnected power, but failed to verify effectiveness

[illegible]

Heat NEP

4/8/2022



- 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



Heat Illness Prevention

www.osha.gov/heat

Heat Considerations:

- Is there a written program?
- How are temperatures and levels of work exertion monitored?
- Is there unlimited cool water available and accessible?
- Are there scheduled rest breaks and additional breaks provided for rehydration?
- Training in place? (heat illness signs, how to report symptoms, first aid, emergency procedures, prevention, importance of hydration)
- Is there access to a shaded area?
- Is time provided for acclimation for new and returning workers?
- Is there a "buddy" system in place?
- Are there administrative controls (i.e. earlier start times) in place?

Noise REP

10/1/2024

- Exposure Below PEL 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)
- Training 29 CFR 1910.95(k)(l)
- Recordkeeping 29 CFR 1910.95(m)
- 29 CFR 1904.10



Transportation Tank Cleaning REP

Rev. 8/1/2024

- Focuses on Transportation [Tank Cleaning](#) Operations

Hazards:

- Confined Space
- Respiratory Protection
- Electrical
- Hazard Communication
- Personal Protective Equipment (PPE)



Food Manufacturing REP

10/1/2023 - State of WI, OH & IL



- Focus for all 4 WI OSHA Offices
- Vegetable, Dairy and Meat Processing Industries

TABLE 1: Industry Coverage

SALCS	Description
314xx	Fruit and Vegetable Preserving and Specialty Food Manufacturing
31441	Frozen Fruit, Juice, and Vegetable Manufacturing
31442	Frozen Specialty Food Manufacturing
31421	Fruit and Vegetable Canning
31422	Specialty Canning
31423	Dried and Dehydrated Food Manufacturing
315xx	Dairy Product Manufacturing
31514	Dairy Product (except Brown) Manufacturing
31511	Fluid Milk Manufacturing
31512	Creamery Butter Manufacturing
31513	Cheese Manufacturing
31514	Dry, Condensed, and Evaporated Dairy Product Manufacturing
31520	Ice Cream and Frozen Dessert Manufacturing
316xx	Animal Slaughtering and Processing
31611	Animal (except Poultry) Slaughtering
31612	Meat Processed from Carcasses
31613	Rendering and Meat Byproduct Processing
31615	Poultry Processing

Food Manufacturing REP

10/1/2023 - State of WI, OH & IL



- Hazards:
 - Machine Guarding
 - LOTO
 - HazComm (Incl. Refrigeration Chemicals)
 - Noise
 - PSM
 - PIV
 - Electrical
 - Falls
 - Walking Working Surfaces
 - PRCs
 - Combustible Dust
 - Struck-by Hazards
 - Bloodborne Pathogens
 - Emergency Plans/Procedures
 - Temporary Workers
- Focus: Machine Guarding/LOTO and Sanitation

FOODMAN – FY23 (WI) 156 Insp. = \$4.4 million

Most Cited Standards		
Standard	# Times Cited	Standard Covers
1910.212(a)(1)	50	General Machine Guarding
1910.147(d)	26	Application of LOTO
1910.147(c)(4)(i)	25	Development of LOTO Procedures
1910.147(c)(6)(i)	17	Periodic Inspection of LOTO Procedures
1910.147(c)(7)(i)	12	LOTO Training
1910.147(c)(7)(i)(A)	12	Authorized Training for LOTO
1910.212(a)(3)(ii)	10	Point of Operation Guarding
1910.28(b)(1)(i)	9	Fall Protection Above 4 Feet (GI)
1910.147(c)(4)(ii)	9	Specific elements in LOTO Procedures
1910.151(c)	8	First Aid/Eyewash

Agenda:

- General Update
- ✓ "New"
- ✓ Ongoing
- ✓ Hazards
- ✓ Emphasis Programs
- Initiatives & Resources



OSHA RECOMMENDS:

- Policy Statement
- Hazard/Threat/Security assessment
- Workplace controls and prevention strategies
- Training and education
- Incident reporting and investigation
- Periodic review with employee input

www.osha.gov/SLTC/workplaceviolence

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 Website

Temp Workers – New Hires

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



www.osha.gov/temporaryworkers

“Vulnerable Workers”

- 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, language-barrier, foreign-born, youth or older worker, temporary employment, day laborer, migrant or seasonal work.
- Crew Leaders
- “Human Trafficking”
- Illegal Sweatshops

US DOL-Wage and Hour & State of WI-DWD for 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>

- DWD's standards that protect youth workers in Wisconsin:
<https://dwd.wisconsin.gov/er/labstandards/workpermit/minoremployment.htm>



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.
U.S. Department of Labor

Suicide Prevention

OSHA Mental Health Fact Sheet
Jan. 2024

Get help now.

If you're having trouble coping with work-related stress, talk with someone who can help.

- Call 1-800-273-8255
- Para español 1-888-628-9454
- Online chat suicidepreventionlifeline.org/chat

www.osha.gov/preventingsuicides



Mental Health/Wellness/EAP Drug Use/Abuse and Suicides

<https://construction.suicideprevention.com/>
<https://www.cpsc.com/wp-content/uploads/HA-Opioids.pdf>

- "Self Harm" Attitude: Don't Care-Defeated

5 Action Steps for Helping Someone in Emotional Pain

- | | | | | |
|--|---|---|--|--|
|
ASK
"Are you thinking about killing yourself?" |
KEEP THEM SAFE
Reduce access to lethal items or places. |
BE THERE
Listen carefully and acknowledge their feelings. |
HELP THEM CONNECT
Call or text the 988 Suicide & Crisis Lifeline number (988). |
STAY CONNECTED
Follow up and stay in touch after a crisis. |
|--|---|---|--|--|

OSHA Mental Health Fact Sheet
Jan. 2024



nimh.nih.gov/suicideprevention



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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

On-Site Consultation Program

- FREE = No cost to employers
- Separate from enforcement and confidential
- Identify workplace hazards
- Advise on compliance with OSHA standards
- Help employers establish safety and health programs
- 26,000 nationwide visits annually to small employers



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