

OSHA Update

ASSP – May 12, 2025

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Director, SHES



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1

We Will Discuss

- Changes at OSHA
- Penalty Increases
- National and Regional Emphasis Programs
- Frequently Cited Standards
- Observations from Consultation

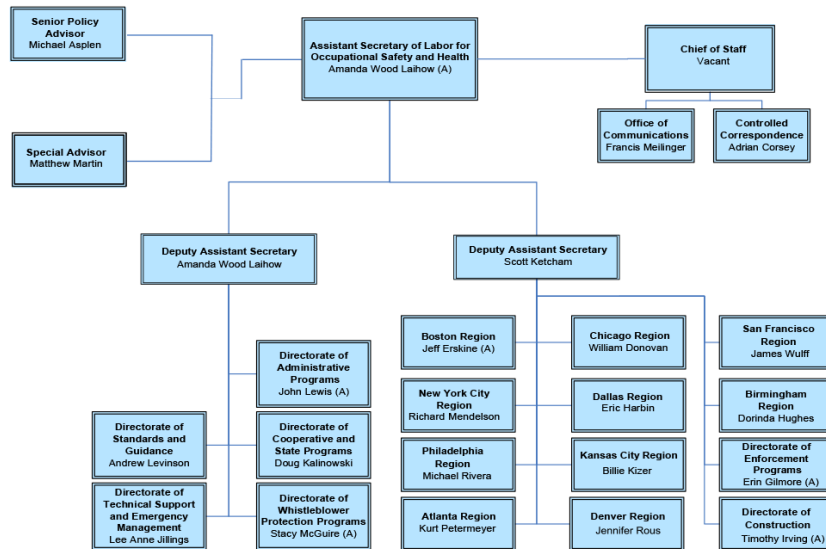
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2

OSHA Organization Chart



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3

New Penalties – Adjusted January 7, 2025

OSHA Penalties

Below are the maximum penalty amounts, with the annual adjustment for inflation, that may be assessed after Jan. 15, 2025. (See [OSHA Memo, Jan. 7, 2025](#)).

Type of Violation	Penalty
Serious Other-Than-Serious Posting Requirements	\$16,550 per violation
Failure to Abate	\$16,550 per day beyond the abatement date
Willful or Repeated	\$165,514 per violation

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

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4

Spring 2024 Regulatory Agenda

• Title:

Agency Rule List – Spring 2024

Agency	Agenda Stage of Rulemaking	Title	RIN
DOL/ETA	Prerule Stage	Federal-State Unemployment Compensation (UC) Program; Confidentiality and Disclosure of State UC Information	1205-AC11
DOL/ETA	Prerule Stage	Labor Certification for Permanent Employment of Foreign Workers in the United States; Revising Schedule A to Include Updating Occupations in Science, Technology, Engineering, and Mathematics (STEM)	1205-AC16
DOL/ETA	Proposed Rule Stage	Temporary Employment of H-2B Foreign Workers in the United States	1205-AB93
DOL/ETA	Proposed Rule Stage	Employer-Provided Survey Wage Methodology for the Temporary Non-Agricultural Employment H-2B Program	1205-AC15
DOL/ETA	Proposed Rule Stage	Worker Adjustment and Retraining Notification; Amendments for Clarifications	1205-AC17
DOL/ETA	Final Rule Stage	National Apprenticeship System Enhancements	1205-AC13
DOL/EBSA	Prerule Stage	Improving Participant Engagement and Effectiveness of ERISA Retirement Plan Disclosures	1210-AC09
DOL/EBSA	Prerule Stage	Pooled Employer Plans	1210-AC10
DOL/EBSA	Prerule Stage	Emergency Savings Accounts Linked to Individual Account Plans	1210-AC18
DOL/EBSA	Prerule Stage	Plan Reporting for Retirement Savings Lost and Found	1210-AC19
DOL/EBSA	Prerule Stage	Review of Pension Risk Transfer Interpretive Bulletin 95-1	1210-AC22
DOL/EBSA	Prerule Stage	SECURE 2.0 Reporting and Disclosure	1210-AC23
DOL/EBSA	Proposed Rule Stage	Improvement of the Form 5500 Series and Implementing Related Regulations Under the Employee Retirement Income Security Act of 1974 (ERISA)	1210-AC01
DOL/EBSA	Proposed Rule Stage	Provider Nondiscrimination Requirements for Group Health Plans and Health Insurance Issuers in the Group and Individual Markets	1210-AC06
DOL/EBSA	Proposed Rule Stage	Requirements Related to Advanced Explanation of Benefits and Other Provisions Under the Consolidated Appropriations Act, 2021	1210-AC14
DOL/EBSA	Proposed Rule Stage	Worker Ownership, Readiness, and Knowledge	1210-AC20
DOL/EBSA	Proposed Rule Stage	Exemption for Certain Automatic Portability Transactions	1210-AC21
DOL/EBSA	Final Rule Stage	Adoption of Amended and Restated Voluntary Fiduciary Correction Program	1210-AB64
DOL/EBSA	Final Rule Stage	Amendment of Abandoned Plan Program	1210-AC04

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5

DOL/EBSA	Final Rule Stage	Requirements Related to Air Ambulance Services, Agent and Broker Disclosures, and Provider Enforcement	1210-AC08
DOL/EBSA	Final Rule Stage	Mental Health Parity and Addiction Equity Act and the Consolidated Appropriations Act, 2021	1210-AC11
DOL/EBSA	Final Rule Stage	Coverage of Certain Preventive Services Under the Affordable Care Act	1210-AC13
DOL/EBSA	Final Rule Stage	Independent Dispute Resolution Operations	1210-AC17
DOL/OSHA	Prerule Stage	Blood Lead Level for Medical Removal	1218-AD10
DOL/OSHA	Proposed Rule Stage	Infectious Diseases	1218-AC46
DOL/OSHA	Proposed Rule Stage	Amendments to the Cranes and Derricks in Construction Standard	1218-AC81
DOL/OSHA	Proposed Rule Stage	Process Safety Management and Prevention of Major Chemical Accidents	1218-AC82
DOL/OSHA	Proposed Rule Stage	Shipyard Fall Protection--Scaffolds, Ladders and Other Working Surfaces	1218-AC85
DOL/OSHA	Proposed Rule Stage	Communication Tower Safety	1218-AC90
DOL/OSHA	Proposed Rule Stage	Emergency Response	1218-AC91
DOL/OSHA	Proposed Rule Stage	Lock-Out/Tag-Out Update	1218-AD00
DOL/OSHA	Proposed Rule Stage	Tree Care Standard	1218-AD04
DOL/OSHA	Proposed Rule Stage	Prevention of Workplace Violence in Health Care and Social Assistance	1218-AD08
DOL/OSHA	Proposed Rule Stage	Welding in Construction Confined Spaces	1218-AD23
DOL/OSHA	Proposed Rule Stage	Walking-Working Surfaces	1218-AD28
DOL/OSHA	Proposed Rule Stage	Occupational Exposure to Crystalline Silica: Revisions to Medical Surveillance Provisions for Medical Removal Protection	1218-AD31
DOL/OSHA	Proposed Rule Stage	Heat Illness Prevention in Outdoor and Indoor Work Settings	1218-AD39
DOL/OSHA	Proposed Rule Stage	Rapid REDON Fit-Testing Protocol: Amendment to Respiratory Protection Standard Appendix A	1218-AD46
DOL/OSHA	Final Rule Stage	Update to the Hazard Communication Standard	1218-AC93
DOL/OSHA	Final Rule Stage	Personal Protective Equipment in Construction	1218-AD25
DOL/OSHA	Final Rule Stage	Powered Industrial Trucks Design Standard Update	1218-AD26

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6

DOL/OSHA	Final Rule Stage	Procedures for Handling of Retaliation Complaints Under the Whistleblower Protection Statutes	1218-AD30
DOL/OSHA	Final Rule Stage	Occupational Exposure to COVID-19 in Healthcare Settings	1218-AD36
DOL/OSHA	Final Rule Stage	Procedures for the Handling of Retaliation Complaints Under the Anti-Money Laundering Act	1218-AD37
DOL/OSHA	Final Rule Stage	Procedures for the Handling of Retaliation Complaints Under the Criminal Antitrust Anti-Retaliation Act	1218-AD38
DOL/OSHA	Final Rule Stage	Procedures for the Use of Administrative Subpoenas	1218-AD44
DOL/MSHA	Proposed Rule Stage	Alternatives to Petitions for Modification: Non-Permissible Surveying Equipment	1219-AB89
DOL/MSHA	Final Rule Stage	Testing, Evaluation, and Approval of Electric Motor-Driven Mine Equipment and Accessories	1219-AB93
DOL/WHD	Proposed Rule Stage	Employment of Workers With Disabilities Under Section 14(c) of the Fair Labor Standards Act	1235-AA14
DOL/WHD	Final Rule Stage	High-Wage Components of the Labor Value Content Requirements Under the United States-Mexico-Canada Agreement Implementation Act	1235-AA36
DOL/WHD	Final Rule Stage	Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales, and Computer Employees	1235-AA39
DOL/OWCP	Proposed Rule Stage	Black Lung Benefits Act: Quality Standards for Medical Testing	1240-AA12
DOL/OWCP	Final Rule Stage	Black Lung Benefits Act: Authorization of Self Insurers	1240-AA16
DOL/OWCP	Final Rule Stage	Longshore and Harbor Workers' Compensation Act: Civil Monetary Penalties Procedures	1240-AA17
DOL/OWCP	Final Rule Stage	Claims for Compensation Under the Energy Employees Occupational Illness Compensation Program Act of 2000, as Amended	1240-AA19
DOL/OLMS	Proposed Rule Stage	"Split-Income" Reporting for the Form LM-10 Employer Report	1245-AA14
DOL/OFCCP	Proposed Rule Stage	Modernizing Affirmative Action and Nondiscrimination Obligations for Federal Contractors and Subcontractors	1250-AA13
DOL/OFCCP	Final Rule Stage	Technical Amendments to OFCCP Regulations	1250-AA16
DOL/OS	Final Rule Stage	Office of Administrative Law Judges (OALJ) E-Filing	1290-AA36
DOL/OS	Final Rule Stage	Rules of Practice for Administrative Proceedings Enforcing Labor Standards in Federal and Federally Assisted Construction Contracts and Federal Service Contracts	1290-AA49
DOL/OASAM	Final Rule Stage	Revisions to the Department of Labor Acquisition Regulation	1291-AA43



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7

Spring Regulatory Agenda

<https://www.osha.gov/laws-regs/unifiedagenda/currentagenda>

8



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National Emphasis Programs

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

Combustible Dust

- OSHA Instruction - CPL 03-00-008 - [Revised Combustible Dust National Emphasis Program](#) - PDF - 01/30/2023

Fall Prevention/Protection

- OSHA Instruction - CPL 03-00-025 - [National Emphasis Program - Falls](#) - PDF - 05/01/2023

Hazardous Machinery

- OSHA Instruction - CPL 03-00-022 - [National Emphasis Program on Amputations in Manufacturing Industries](#) - PDF - 12/10/2019

Heat

- OSHA Instruction - CPL 03-00-024 - [National Emphasis Program - Outdoor and Indoor Heat-Related Hazards](#) - PDF - 04/08/2022

Hexavalent Chromium

- OSHA Instruction - CPL 02-02-076 - [National Emphasis Program - Hexavalent Chromium](#) - PDF - 02/23/2010

Lead

- OSHA Instruction - CPL 03-00-009 - [OSHA Instruction: National Emphasis Program-Lead](#) - PDF - 08/14/2008

Primary Metal Industries

- OSHA Instruction - CPL 03-00-018 - [National Emphasis Program - Primary Metal Industries](#) - PDF - 10/20/2014
- Note: This NEP does not set inspection goals nor does it require regional offices to develop emphasis programs, but it does provide uniform procedures for any unprogrammed inspection within these industries, and for any regional or State Plan emphasis program within these industries that may be voluntarily implemented.

Process Safety Management (PSM)

- OSHA Instruction - CPL 03-00-021 - [PSM Covered Chemical Facilities National Emphasis Program](#) - PDF - 01/17/2017

Shipbreaking

- OSHA Instruction - CPL 03-00-020 - [OSHA's National Emphasis Program \(NEP\) on Shipbreaking](#) - PDF - 03/07/2016

Silica, Crystalline

- OSHA Instruction - CPL 03-00-023 - [National Emphasis Program - Respirable Crystalline Silica](#) - PDF - 02/04/2020

Trenching and Excavation

- OSHA Instruction - CPL 02-00-161 - [National Emphasis Program on Trenching and Excavation](#) - PDF - 10/01/2018

Warehousing and Distribution Center Operations

- OSHA Instruction - CPL 03-00-026 - [National Emphasis Program on Warehousing and Distribution Center Operations](#) - PDF - 07/13/2023



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9

Regional Emphasis Programs – Atlanta Region

▶ [Boston \(CT, ME, MA, NH, RI, VT\)](#)

▶ [New York City \(NJ, NY, PR, VI\)](#)

▶ [Philadelphia \(DC, DE, MD, PA, VA, WV\)](#)

▶ [Atlanta \(FL, GA, NC, SC\)](#)

- ATL-CPL-04-00-008 - [Local Emphasis Program for Construction](#) - PDF - 11/05/2024
- ATL-CPL-04-00-005 - [Local Emphasis Program for Federal Agencies](#) - PDF - 11/05/2024
- CPL 23/09 (CPL 04) - [Regional Emphasis Program \(REP\) for Poultry Processing Facilities](#) - PDF - 10/01/2023
- CPL 23/10 (CPL 04) - [Regional Emphasis Program \(REP\) for Safety Hazards in Auto Parts Industry – NAICS 3363XX \(Motor Vehicle Parts Manufacturing\)](#) - PDF - 02/05/2023
- ATL-CPL-04-00-003 - [Regional Emphasis Program for addressing Sanitation and Clean-Up Operations in the NAICS Groups 311XXX & 3121XX](#) - PDF - 10/01/2024
- ATL-CPL-04-00-001 - [Regional Emphasis Program for Electrical Hazards](#) - PDF - 10/01/2024
- ATL-CPL-04-00-000 - [Regional Emphasis Program for Landscaping and Horticultural Services](#) - PDF - 10/01/2024
- ATL-CPL-04-00-002 - [Regional Emphasis Program for Noise Hazards](#) - PDF - 11/05/2024
- ATL-CPL-04-00-004 - [Regional Emphasis Program for Powered Industrial Trucks](#) - PDF - 11/05/2024
- ATL-CPL-04-00-009 - [Regional Emphasis Program for Programmed Maritime Inspections](#) - PDF - 10/01/2024

▶ [Chicago \(IL, IN, MI, MN, OH, WI\)](#)

▶ [Dallas \(NM, OK, TX\)](#)

▶ [Kansas City \(IA, KS, MO, NE\)](#)

▶ [Denver \(CO, MT, ND, SD, UT, WY\)](#)

▶ [San Francisco \(AK, AS, AZ, CA, GU, HI, ID, NV, MP, OR, WA\)](#)

▶ [Birmingham \(AL, MS, LA, AR, TN, KY, FL\)](#)

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10

Most Frequently Cited Serious Violations in General Industry FY 2024

29 CFR 1910.



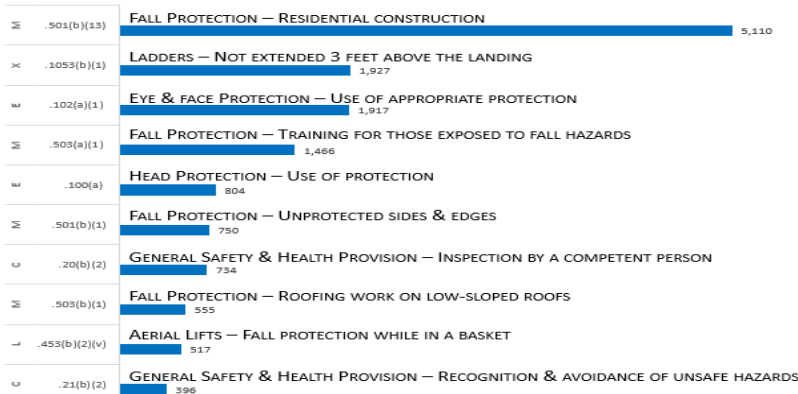
1910 Overall MFC



11

Most Frequently Cited Serious Violations in Construction FY 2024

29 CFR 1926.



1926 Overall MFC



12

Observations from Consultation Activity

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13

Consultation – Most Frequently Cited

Federal Standard	# Hazards	# Serious Hazards
1910.1200	64	55
1910.303	31	15
1910.157	28	0
1910.219	27	27
1910.1030	25	22
1910.134	24	16
1910.305	23	17
1910.147	22	22
1910.212	22	22
1910.39	19	0
1910.132	18	10

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14

Machine Guarding and Safeguarding

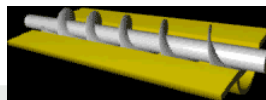
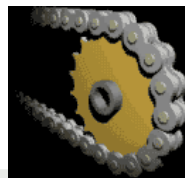
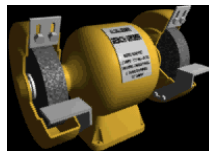
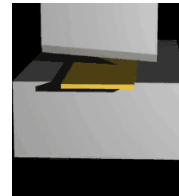
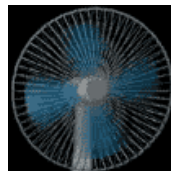
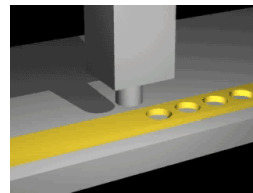
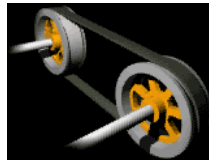
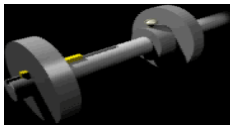
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15

Any Hazards?



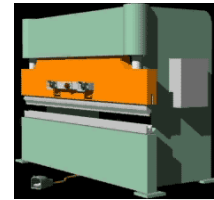
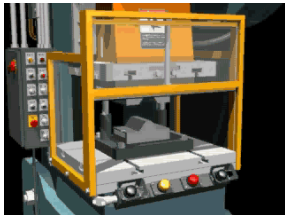
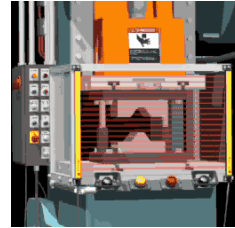
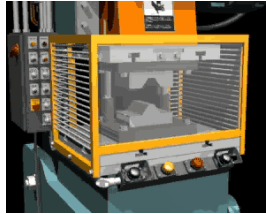
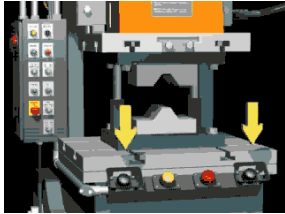
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16

Examples of Guards/Safeguards



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Lockout/Tagout – Energy Control Program

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18

Why Does a Lockout/Tagout Program Fail?

- I can get this done much faster
- It's too much trouble
- Loss of respect for equipment
- I didn't know we had a Lockout/Tagout Program
- LOTO Huh?



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19

Core Components of an Energy Control Program

- Written program which includes energy control **procedures** for each type of machine
- **Training** and retraining to ensure employees understand the program (not just maintenance employees!)
- **Periodic inspections** to ensure procedures are followed and accurate
- Application of **energy controls**

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20

Recordkeeping and Severe Injury and Illness Reporting

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21

OSHA's Form 300 (Rev. 01/2004)

Log of Work-Related Injuries and Illnesses

Note: You can type input into this form and save it. Because the forms in this recordkeeping package are "fillable/writable" PDF documents, you can type into the input form fields and then save your inputs using the [free Adobe PDF Reader](#). In addition, the forms are programmed to auto-calculate as appropriate.

Attention: This form contains information relating to employee health and must be used in a manner that protects the confidentiality of employees to the extent possible while the information is being used for occupational safety and health purposes.

Year 20



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

Form approved OMB no. 1218-0176

You must record information about every work-related death and about every work-related injury or illness that involves loss of consciousness, restricted work activity or job transfer, days away from work, or medical treatment beyond first aid. You must also record significant work-related injuries and illnesses that are diagnosed by a physician or licensed health care professional. You must also record work-related injuries and illnesses that meet any of the specific recording criteria listed in 29 CFR Part 1904.9 through 1904.12. Feel free to use two lines for a single case if you need to. You must complete an Injury and Illness Incident Report (OSHA Form 301) or equivalent form for each injury or illness recorded on this form. If you're not sure whether a case is recordable, call your local OSHA office for help.

Establishment name _____
City _____ State _____

Identify the person			Describe the case			Classify the case				Enter the number of days the injured or ill worker was:		Select the "Injury" column or choose one type of illness:							
(A) Case no.	(B) Employee's name	(C) Job title (e.g., Welder)	(D) Date of injury or onset of illness (e.g., 2/10)	(E) Where the event occurred (e.g., Loading dock north end)	(F) Describe injury or illness, parts of body affected, and object/substance that directly injured or made person ill (e.g., Second degree burns on right forearm from oxyacetylene torch)	SELECT ONLY ONE box for each case based on the most serious outcome for that case:				Away from work (K) / On job transfer or restriction (L)		(M)							
						Death (G)	Days away from work (H)	Job transfer or restriction (I)	Other recordable cases (J)										
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Public reporting burden for this collection of information is estimated to average 14 minutes per response, including time to review the instructions, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about this estimate or any other aspect of this data collection, contact US Department of Labor, OSHA Office of Statistical Analysis, Room 30-364A, 200 Constitution Avenue, NW, Washington, DC 20210. Do not send the completed forms to this office.

Save Input

Add a Form Page

22 Page 1 of 1

☐ Injury
☐ Skin disorder
☐ Respiratory condition
☐ Poisoning
☐ Hearing loss
☐ All other illnesses

22

Definitions

- In-Patient Hospitalization – Formal admission to the in-patient service of a hospital or clinic for care or treatment.
- Amputation - Traumatic loss of a limb or other external body part. Amputations include a part, such as a limb or appendage, that has been severed, cut off, amputated (either completely or partially); fingertip amputations with or without bone loss; medical amputations resulting from irreparable damage; amputations of body parts that have since been reattached. Amputations do not include avulsions (tissue torn away from the body), enucleations (removal of the eyeball), degloving (skin torn away from the underlying tissue), scalpings (removal of the scalp), severed ears, or broken or chipped teeth.

Question

- What if the fatality, in-patient hospitalization, amputation, or loss of an eye does not occur during or right after the work-related incident?
- Answer: If a fatality occurs within 30 days of the work-related incident, or if an in-patient hospitalization, amputation, or loss of an eye occurs within 24 hours of the work-related incident, then you must report the event to OSHA.

GT Certificate Program

Georgia Tech Safety, Health, and Environmental Services
A unit of the Enterprise Innovation Institute



How close is a GT Professional Certificate?

Maybe closer than you think!

- 1) Request Your Transcript: <https://pe.gatech.edu/transcript-request-form>
- 2) Review Your Progress (within last 6 years)
 - 1) <https://pe.gatech.edu/certificates#occupational-safety-and-health>
- 3) Schedule Your Next Class
www.pe.gatech.edu/safety
- 4) Success!



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25

Professional Master's in Occupational Safety and Health (Online)

Program – at – a – glance:

- 2 years
- 10 Courses (30 credit hours)
- Online and In-person format
- Graduate Safety Practitioner (GSP) Designation
- \$1,100 per credit hour

Scan the QR code to learn more & apply



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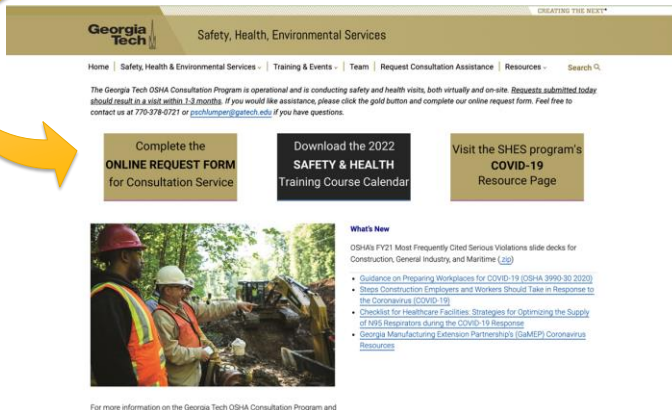
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Safety & Health Consultation Program

No-cost, confidential, non-enforcement assistance with OSHA compliance for small-medium sized employers. Virtual and on-site services available.

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27

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28

Additional Resources for Manufacturers

Georgia Manufacturing Extension Partnership (GaMEP)

GaMEP works with more than 1,000 manufacturers each year to implement on-site projects and training to reduce manufacturer's bottom-line costs and increase their top-line growth.

GAMEP.ORG



Southeastern Trade Adjustment Assistance Center (SETAAC)

SETAAC's mission is to help import-impacted U.S. manufacturing firms develop and implement projects to regain global competitiveness, expand markets, strengthen operations, and increase profitability.

SETAAC.ORG

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29

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30