

# Prioritizing Workplace Safety

Passing an OSHA inspection in 2025

# Today's - webinar

- Pop quiz – passing the OSHA compliance test
- Recordkeeping 2025
- Hazard Communication standard update
- 15 OSHA standards
- General duty – Section 5(a)(1)

# OSHA Pop Quiz

pen, phone, fingers

Yes = 1 point

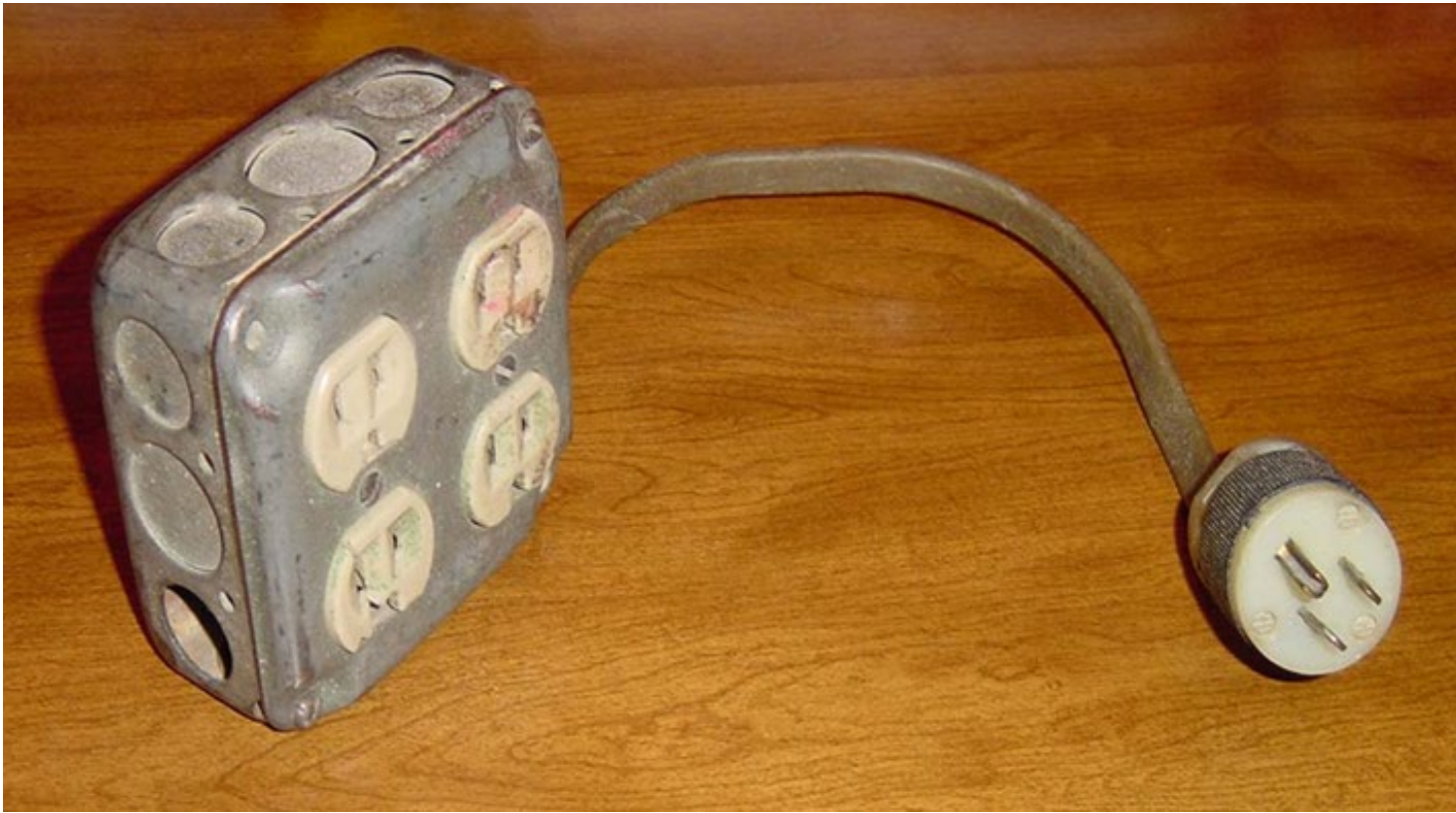
No or I don't know = 0 points

# Have you conducted a machine guarding assessment recently?





- Have you checked your electrical equipment today, this week, this month to make sure it is safe?





# Electrical hazards



# Lockout machine specific procedure

- Does your lockout procedure specifically identify how to verify the hydraulic energy, gas, & gravity no longer present a hazard?
- You were supposed to check this in your annual review.



- Does your powered industrial vehicle training include equipment adaptation, operating instructions, warnings and precautions listed in the operator's manual?

- That's not forks
- Seatbelt





# Truck related training topics 1910.178 L

- (A) All operating instructions, warnings and precautions for the types of trucks to be used;
- (B) Similarities to and differences from the automobile;
- (C) Controls/instrumentation: location, what they do and how they work
- (D) Power plant operation and maintenance;
- (E) Steering and maneuvering;
- (F) Visibility (including restrictions due to loading);
- (G) Fork attachment adaptation, operation and limitations of their use
- (H) Vehicle capacity;
- (I) Vehicle stability;
- (J) Vehicle inspection and maintenance;
- (K) Refueling or charging, recharging batteries;
- (L) Operating limitations; and
- (M) Any other operating instruction, warning or precaution listed in the operator's manual for the type vehicle which the employee is being trained to operate.

- Does your fall protection training specifically address the fall protection to be used for getting on the roof?
  - (i) The fall hazards in the area and how to recognize them;
  - (ii) The procedures to be followed to minimize those hazards;
  - (iii) The procedures for installing, inspecting, operating, maintaining, and disassembling the fall protection systems;
  - (iv) The personal fall protection systems and equipment including, proper hook-up, anchoring, tie-off techniques, equipment inspection and storage.

- Did you complete a medical evaluation and fit test for any employee required to wear a respirator?





# Hazard communication training

- Have you trained employees on the physical and health hazards of all the chemicals in their work area and the measures employees can take to protect themselves?
  - specific procedures, work practices, emergency procedures, and ppe

# Heat Illness Prevention program

- Does your written heat illness prevention program discuss your plan for **acclimatizing** new workers using a staggered approach over 7-14 days when working in a hot environment?
- One option is gradual acclimatization to heat 20% day 1, 40% day 2, 60% day 3, and 80% day 4.

Do you have an accurate carbon monoxide meter in use at your facility?





- Do you document air monitoring results for potential hazards prior to entry into any confined space?



# How did you do?

- $A = 10$
- $B = 9$
- $C = 8$
- $D = 7$
- $F = 6$  or less
- Please address all no or I don't know



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# OSHA Recordkeeping

- 11, 20, 100, 250
- Part time, temporary, seasonal, off the book workers...
- How many employees do you have in the company/corporation?
- How many at the establishment?

# Partially exempt

- Size
- Establishment is classified in a specific industry group listed in appendix A
- However, all employers must report to OSHA any workplace incident that results in an employee's fatality, in-patient hospitalization, amputation, or loss of an eye (see 1904.39).

# Appendix A - Partially exempt

4412	Other Motor Vehicle Dealers.
4431	Electronics and Appliance Stores.
4461	Health and Personal Care Stores.
4471	Gasoline Stations.
4481	Clothing Stores.
4482	Shoe Stores.
4483	Jewelry, Luggage, and Leather Goods Stores.
4511	Sporting Goods, Hobby, and Musical Instrument Stores.
4512	Book, Periodical, and Music Stores.
4531	Florists.
4532	Office Supplies, Stationery, and Gift Stores.
4812	Nonscheduled Air Transportation.
4861	Pipeline Transportation of Crude Oil.
4862	Pipeline Transportation of Natural Gas.
4869	Other Pipeline Transportation.
4879	Scenic and Sightseeing Transportation, Other.
4885	Freight Transportation Arrangement.
5111	Newspaper, Periodical, Book, and Directory Publishers.
5112	Software Publishers.
5121	Motion Picture and Video Industries.
5122	Sound Recording Industries.
5151	Radio and Television Broadcasting.

5172	Wireless Telecommunications Carriers (except Satellite).
5173	Telecommunications Resellers.
5179	Other Telecommunications.
5181	Internet Service Providers and Web Search Portals.
5182	Data Processing, Hosting, and Related Services.
5191	Other Information Services.
5211	Monetary Authorities—Central Bank.
5221	Depository Credit Intermediation.
5222	Nondepository Credit Intermediation.
5223	Activities Related to Credit Intermediation.
5231	Securities and Commodity Contracts Intermediation and Brokerage.
5232	Securities and Commodity Exchanges.
5239	Other Financial Investment Activities.
5241	Insurance Carriers.
5242	Agencies, Brokerages, and Other Insurance Related Activities.
5251	Insurance and Employee Benefit Funds.
5259	Other Investment Pools and Funds.
5312	Offices of Real Estate Agents and Brokers.
5331	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works).
5411	Legal Services.
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services.
5413	Architectural, Engineering, and Related Services.
5414	Specialized Design Services.

# Appendix A - Partially exempt

5415	Computer Systems Design and Related Services
5416	Management, Scientific, and Technical Consulting Services.
5417	Scientific Research and Development Services.
5418	Advertising and Related Services.
5511	Management of Companies and Enterprises.
5611	Office Administrative Services.
5614	Business Support Services.
5615	Travel Arrangement and Reservation Services.
5616	Investigation and Security Services.
6111	Elementary and Secondary Schools.
6112	Junior Colleges.
6113	Colleges, Universities, and Professional Schools.
6114	Business Schools and Computer and Management Training.
6115	Technical and Trade Schools.
6116	Other Schools and Instruction.
6117	Educational Support Services.
6211	Offices of Physicians.
6212	Offices of Dentists.
6213	Offices of Other Health Practitioners.
6214	Outpatient Care Centers.
6215	Medical and Diagnostic Laboratories.
6244	Child Day Care Services.

7114	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures.
7115	Independent Artists, Writers, and Performers.
7213	Rooming and Boarding Houses.
7221	Full-Service Restaurants.
7222	Limited-Service Eating Places.
7224	Drinking Places (Alcoholic Beverages).
8112	Electronic and Precision Equipment Repair and Maintenance.
8114	Personal and Household Goods Repair and Maintenance.
8121	Personal Care Services.
8122	Death Care Services.
8131	Religious Organizations.
8132	Grantmaking and Giving Services.
8133	Social Advocacy Organizations.
8134	Civic and Social Organizations.
8139	Business, Professional, Labor, Political, and Similar Organizations





# For directions and training on How to keep the log, visit

[www.osha.gov/recordkeeping/tutorial](http://www.osha.gov/recordkeeping/tutorial)

This block contains a stack of OSHA Form 300 forms and a tutorial presentation slide. The top form is titled "OSHA Form 300: Recording a Case with Medical Treatment beyond First Aid". Below it is another form titled "OSHA Form 300: Recording a Fatality". The bottom-most element is a presentation slide titled "Brief Tutorial on Completing the OSHA Recordkeeping Forms". The slide features a group photo of diverse workers and two text boxes providing instructions: "Because this presentation includes voiceover narration, it is best experienced using audio speakers or headphones." and "If links or attachments from this presentation fail to launch, add the presentation url to the allowed web addresses in your pop-up blocker settings." The slide also includes two quotes: "It's easy and beneficial." and "It's important and required." The forms and slide are numbered 12 and 9 respectively.

## Electronic Submittal of Injury/Illness Data

- Agriculture, forestry and fishing (NAICS 11)
- Utilities (NAICS 22)
- Construction (NAICS 23)
- Manufacturing (NAICS 31-33)
- Wholesale Trade (NAICS 42)
- Industry groups (4-digit NAICS) with a three year average DART rate of 2.0 or greater in the Retail, Transportation, Information, Finance, Real Estate and Service sectors.

# Injury Tracking Application

- Form 300A submitted by March 2 every year.
- 20 employees at 1904.41(a)(2) covered industries
- If more than 250 employees at establishment or

## North American Industry Classification System

NAICS	Industry		
11	Agriculture, forestry, fishing and hunting		
22	Utilities		
23	Construction		
31-33	Manufacturing		
42	Wholesale trade		
4413	Automotive parts, accessories, and tire stores	5321	Automotive equipment rental and leasing
4421	Furniture stores	5322	Consumer goods rental
4422	Home furnishings stores	5323	General rental centers
4441	Building material and supplies dealers	5617	Services to buildings and dwellings
4442	Lawn and garden equipment and supplies stores	5621	Waste collection
4451	Grocery stores	5622	Waste treatment and disposal
4452	Specialty food stores	5629	Remediation and other waste management services
4521	Department stores	6219	Other ambulatory health care services
4529	Other general merchandise stores	6221	General medical and surgical hospitals
4533	Used merchandise stores	6222	Psychiatric and substance abuse hospitals
4542	Vending machine operators	6223	Specialty (except psychiatric and substance abuse) hospitals
4543	Direct selling establishments	6231	Nursing care facilities
4811	Scheduled air transportation	6232	Residential mental retardation, mental health and substance abuse facilities
4841	General freight trucking	6233	Community care facilities for the elderly
4842	Specialized freight trucking	6239	Other residential care facilities
4851	Urban transit systems	6242	Community food and housing, and emergency and other relief services
4852	Interurban and rural bus transportation	6243	Vocational rehabilitation services
4853	Taxi and limousine service	7111	Performing arts companies
4854	School and employee bus transportation	7112	Spectator sports
4855	Charter bus industry	7121	Museums, historical sites, and similar institutions
4859	Other transit and ground passenger transportation	7131	Amusement parks and arcades
4871	Scenic and sightseeing transportation, land	7132	Gambling industries
4881	Support activities for air transportation	7211	Traveler accommodation
4882	Support activities for rail transportation	7212	RV (recreational vehicle) parks and recreational camps
4883	Support activities for water transportation	7213	Rooming and boarding houses
4884	Support activities for road transportation	7223	Special food services
4889	Other support activities for transportation	8113	Commercial and industrial machinery and equipment (except automotive and maintenance)
4911	Postal service		
4921	Couriers and express delivery services	8123	Dry-cleaning and laundry services
4922	Local messengers and local delivery		
4931	Warehousing and storage		
5152	Cable and other subscription programming		
5311	Lessors of real estate		



# What changed in 2024?

- All employers with 100 or more employees in **high-hazard industries** to electronically submit their Forms 300 and 301 case-specific data.
- Must include legal company name in submission

# Appendix B – 300, 300A & 301 agriculture

- 1111 Oilseed and Grain Farming
- 1112 Vegetable and Melon Farming
- 1113 Fruit and Tree Nut Farming
- 1114 Greenhouse, Nursery, and Floriculture Production
- 1119 Other Crop Farming
- 1121 Cattle Ranching and Farming
- 1122 Hog and Pig Farming
- 1123 Poultry and Egg Production
- 1129 Other Animal Production
- 1133 Logging
- 1141 Fishing
- 1142 Hunting and Trapping
- 1151 Support Activities for Crop Production.
- 1152 Support Activities for Animal Production.
- 1153 Support Activities for Forestry

# Appendix B – 300, 300A & 301 construction

- 2213 Water, Sewage and Other Systems
- 2381 Foundation, Structure, and Building Exterior Contractors

# Appendix B – 300, 300A & 301 manufacturing

- 3111 Animal Food Manufacturing
- 3113 Sugar and Confectionery Product mfg
- 3114 Fruit/Veg Preserving & Specialty Food mfg
- 3115 Dairy Product Manufacturing
- 3116 Animal Slaughtering and Processing
- 3117 Seafood Product Preparation and Packaging
- 3118 Bakeries and Tortilla Manufacturing
- 3119 Other Food Manufacturing
- 3121 Beverage Manufacturing
- 3161 Leather and Hide Tanning and Finishing
- 3162 Footwear Manufacturing
- 3211 Sawmills and Wood Preservation
- 3212 Veneer, Plywood, and Engineered Wood mfg
- 3219 Other Wood Product Manufacturing
- 3261 Plastics Product Manufacturing
- 3262 Rubber Product Manufacturing
- 3271 Clay Product and Refractory Manufacturing
- 3272 Glass and Glass Product Manufacturing
- 3273 Cement and Concrete Product mfg
- 3279 Other Nonmetallic Mineral Product mfg
- 3312 Steel Product Mfg from Purchased Steel
- 3314 Nonferrous Metal (except Aluminum) Production and Processing



# Appendix B – 300, 300A & 301 manufacturing

- 3315 Foundries
- 3321 Forging and Stamping
- 3323 Architectural and Structural Metals mfg
- 3324 Boiler, Tank, and Shipping Container mfg
- 3325 Hardware Manufacturing
- 3326 Spring and Wire Product mfg
- 3327 Machine Shops; Turned Product; Screw, Nut, and Bolt Manufacturing
- 3328 Coating, Engraving, Heat Treating, and Allied Activities
- 3331 Agriculture, Construction, and Mining Machinery Manufacturing
- 3335 Metalworking Machinery Manufacturing
- 3361 Motor Vehicle Manufacturing
- 3362 Motor Vehicle Body and Trailer Manufacturing
- 3363 Motor Vehicle Parts Manufacturing
- 3366 Ship and Boat Building
- 3371 Household and Institutional Furniture and Kitchen Cabinet Manufacturing
- 3372 Office Furniture & Fixtures Manufacturing
- 3379 Other Furniture Related Product mfg

# Appendix B – 300, 300A & 301 wholesalers and stores

- 4231 Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers
- 4233 Lumber and Construction Materials Wholesalers
- 4235 Metal and Mineral (except Petroleum) Merchant Wholesalers
- 4239 Miscellaneous Durable Goods Wholesalers
- 4244 Grocery and Related Product Wholesalers
- 4248 Beer, Wine, & Alcoholic Beverage Wholesalers
- 4413 Automotive Parts, Accessories & Tire Stores
- 4422 Home Furnishings Stores
- 4441 Building Material and Supplies Dealers
- 4442 Lawn & Garden Equipment & Supplies Stores
- 4451 Grocery Stores
- 4522 Department Stores.
- 4523 General Merchandise Stores, including Warehouse Clubs and Supercenters
- 4533 Used Merchandise Stores
- 4543 Direct Selling Establishments

# Appendix B – 300, 300A & 301 transportation & waste

- 4811 Scheduled Air Transportation
- 4841 General Freight Trucking
- 4842 Specialized Freight Trucking
- 4851 Urban Transit Systems
- 4852 Interurban and Rural Bus Transportation
- 4853 Taxi and Limousine Service
- 4854 School and Employee Bus Transportation
- 4859 Other Transit and Ground Passenger Transportation
- 4871 Scenic and Sightseeing Transportation, Land
- 4881 Support Activities for Air Transportation
- 4883 Support Activities for Water Transportation
- 4889 Other Support Activities for Transportation
- 4911 Postal Service
- 4921 Couriers and Express Delivery Services
- 4931 Warehousing and Storage
- 5322 Consumer Goods Rental
- 5621 Waste Collection
- 5622 Waste Treatment and Disposal

# Appendix B – 300, 300A & 301 healthcare & other

- 6219 Other Ambulatory Health Care Services
- 6221 General Medical and Surgical Hospitals
- 6222 Psychiatric and Substance Abuse Hospitals
- 6223 Specialty (except Psychiatric and Substance Abuse) Hospitals
- 6231 Nursing Care Facilities
- 6232 Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities
- 6233 Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly
- 6239 Other Residential Care Facilities
- 6243 Vocational Rehabilitation Services
- 7111 Performing Arts Companies
- 7112 Spectator Sports
- 7131 Amusement Parks and Arcades
- 7211 Traveler Accommodation
- 7212 Recreational Vehicle Parks and Recreational Camps.
- 7223 Special Food Services.










Questions?



# Hazard Communication

- Written Program
  - Contractor section
  - Non-routine tasks
- Labels
- Safety Data Sheets
- Training

## HCS Pictograms and Hazards

<p><b>Health Hazard</b></p>  <ul style="list-style-type: none"> <li>• Carcinogen</li> <li>• Mutagenicity</li> <li>• Reproductive Toxicity</li> <li>• Respiratory Sensitizer</li> <li>• Target Organ Toxicity</li> <li>• Aspiration Toxicity</li> </ul>	<p><b>Flame</b></p>  <ul style="list-style-type: none"> <li>• Flammables</li> <li>• Pyrophorics</li> <li>• Self-Heating</li> <li>• Emits Flammable Gas</li> <li>• Self-Reactives</li> <li>• Organic Peroxides</li> </ul>	<p><b>Exclamation Mark</b></p>  <ul style="list-style-type: none"> <li>• Irritant (skin and eye)</li> <li>• Skin Sensitizer</li> <li>• Acute Toxicity (harmful)</li> <li>• Narcotic Effects</li> <li>• Respiratory Tract Irritant</li> <li>• Hazardous to Ozone Layer (Non-Mandatory)</li> </ul>
<p><b>Gas Cylinder</b></p>  <ul style="list-style-type: none"> <li>• Gases Under Pressure</li> </ul>	<p><b>Corrosion</b></p>  <ul style="list-style-type: none"> <li>• Skin Corrosion/ Burns</li> <li>• Eye Damage</li> <li>• Corrosive to Metals</li> </ul>	<p><b>Exploding Bomb</b></p>  <ul style="list-style-type: none"> <li>• Explosives</li> <li>• Self-Reactives</li> <li>• Organic Peroxides</li> </ul>
<p><b>Flame Over Circle</b></p>  <ul style="list-style-type: none"> <li>• Oxidizers</li> </ul>	<p><b>Environment (Non-Mandatory)</b></p>  <ul style="list-style-type: none"> <li>• Aquatic Toxicity</li> </ul>	<p><b>Skull and Crossbones</b></p>  <ul style="list-style-type: none"> <li>• Acute Toxicity (fatal or toxic)</li> </ul>

# Hazard Communication



- This rulemaking sought to:
  - Harmonize the HCS to the seventh edition of the Globally Harmonized System of Classification and Labeling of Chemicals (GHS), and
  - Codify enforcement policies OSHA has issued since the 2012 standard.
- **Final Rule** issued on May 20, 2024 and effective July 16, 2024.

# Hazard Communication update

- Adding hazard classes in Appendix B (physical hazards) will give more complete and detailed information about:
  - Flammable gases – expanding hazard categories
  - Desensitized explosives
  - Aerosols – including additional hazard category
- Updating select hazard and precautionary statements for clearer and more precise hazard information.

# Timetable for compliance effective July 16, 2024.

<b>Compliance Date</b>	<b>Requirement(s)</b>	<b>Who</b>
18 months after publication	Update labels and SDSs for substances	Chemical manufacturers, importers, distributors and employers
24 months after publication date	Update workplace labels, hazard communication program and training as necessary	Employers
36 months after publication	Update labels and SDSs for mixtures	Chemical manufacturers, importers, distributors and employers
42 months after publication	Update workplace labels, hazard communication program and training as necessary	Employers
Transition Period - July 19, 2024 to the effective completion dates noted above	May comply with either 29 CFR 1910.1200 (this final standard), or the previous (2012) standard, or both	Chemical manufacturers, importers, distributors, and employers

# Hazard Communication update

- Updating labeling requirements for small containers;
- Updating labeling requirements for packaged containers that have been released for shipment.



# OSHA Compliance 101

- Lockout
- Respiratory protection
- Hazard communication
- Machine Guarding
- Electrical hazards
- Powered industrial vehicles
- Silica
- Fall protection
- Noise
- Personal protective equipment
- Process safety management
- Exit access hazards
- Inadequate eyewash
- Spray finishing hazards
- Crane hazards

# Lockout

- Written program
  - Group lockout
- Specific procedures
  - Energy sources
  - Method of isolation
  - **Verification**
- Training
- Periodic Inspection



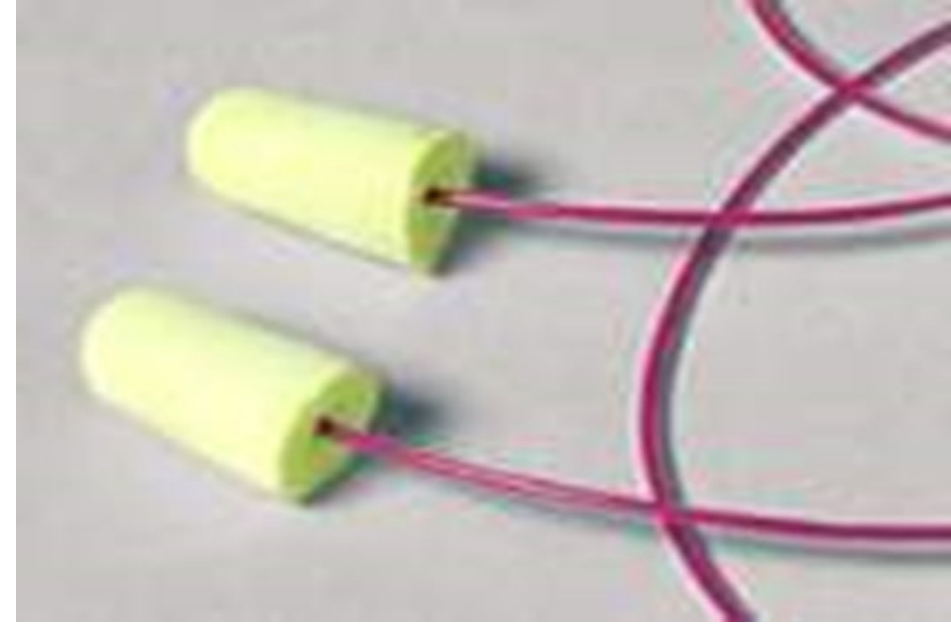
# Powered industrial vehicles

- Vehicle and worksite specific training
- Evaluation
- Daily checks
- Failure to remove from service



# Noise - Hearing Conservation

- d. Monitoring
- e. Employee notification – above A.L.
- f. Observation of monitoring
- g. Audiometric testing (who, when & evaluation)
- h. Audiometric test requirements (how)
- i. Hearing protectors
- j. Hearing protector attenuation
- k. Training
- l. Access to information and training materials
- m. Recordkeeping





# General duty violations

- Exposed employees
- Serious hazard
- Employer knowledge
- Feasible method to control hazards





# Ergonomic stressors

- Employees were required to manually lift pork product boxes, averaging 52 pounds, from the palletizing conveyor onto pallets from the floor level up to 9 product tiers in height. The frequency and duration of lifts, weights of the products, repetitive motions, and postures exposed employees to the risk of low back injuries.

# Damaged storage systems

- Employees were exposed to struck-by and crushing hazards when conducting warehouse tasks at and/or near pallet rack storage systems that were damaged due to forklift impacts. The storage racking systems had damaged/deflected upright columns that included, but were not limited to the columns and racking components of the following storage racks: 03-31-35-02-01, 03-32-32-02-01, 02-20-31-02-02, 04-34-28-02-01, 02-29-17-02-01.

# Instance by instance violations

- Lockout
- Machine guarding
- Permit-required confined space
- Respiratory protection
- Falls
- Trenching
- Recordkeeping

# OSHA QuickTakes



- **Free** OSHA e-newsletter delivered twice monthly to more than 382,000 subscribers
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