

OSHA OVERVIEW AND WORKERS MEMORIAL FOR ASSP and ASA

OLJA CORREA
OSHA, TAO, COMPLIANCE ASSISTANCE SPECIALIST

ABOUT OSHA

- Congress enacted the Occupational Safety and Health Act of 1970 (OSH Act).
- OSHA's mission is to assure safe and healthful working conditions.
- Employees have rights and employers have responsibilities to protect them.
- Most fatalities, injuries and illnesses can be prevented.
- Even one preventable accident is one too many.

AGENCY FOCUS

- Working more with small businesses.
- Listening to our stakeholders – We want to hear from you to know how we can be most effective for you.
- Greater collaboration.
- Increased use of compliance assistance.

OSHA LEADERSHIP

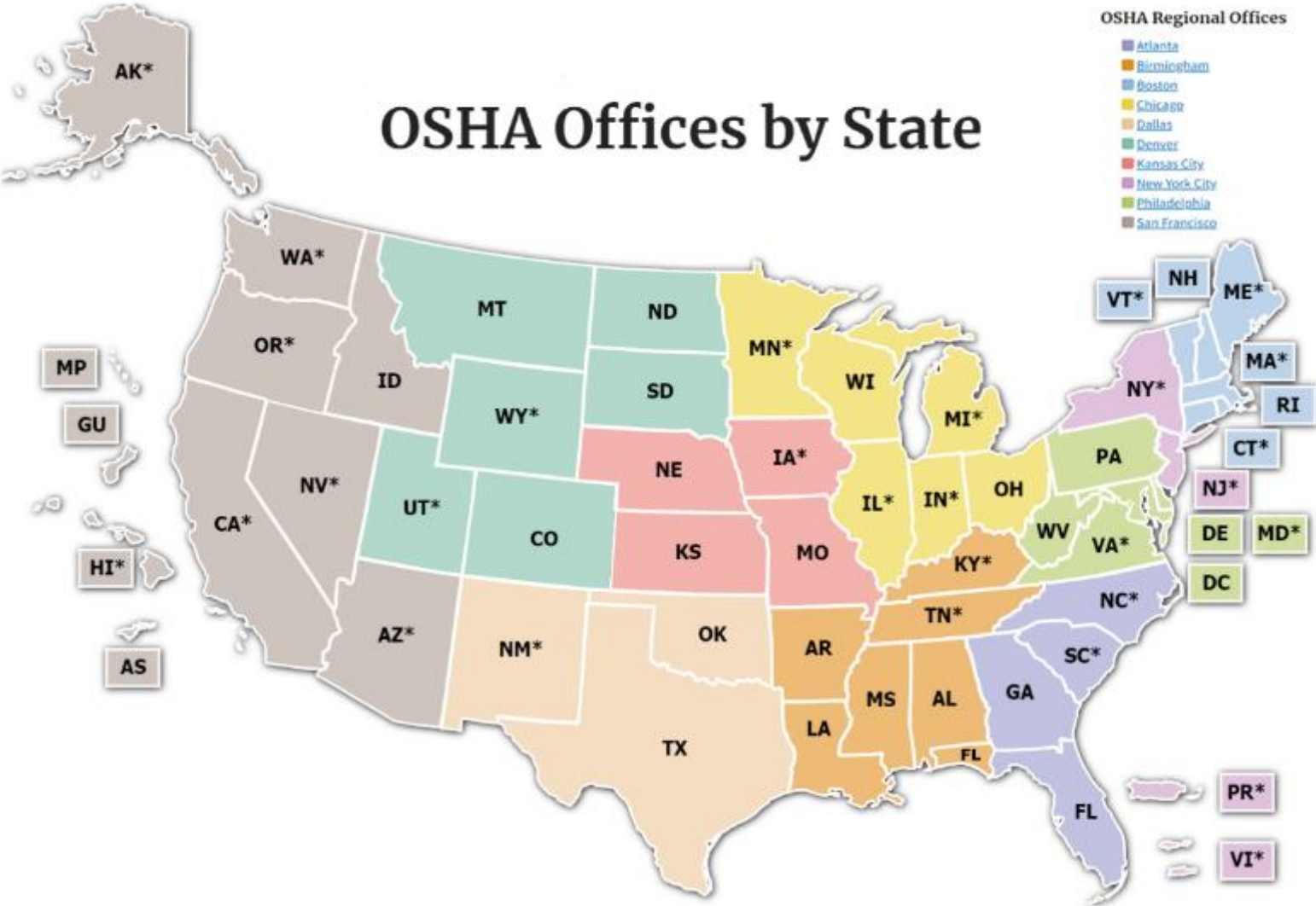


- David Keeling was confirmed OSHA Assistant Secretary on Oct. 2, 2025.
- Previously served as VP, global health and safety at UPS, and director, global transportation safety at Amazon.

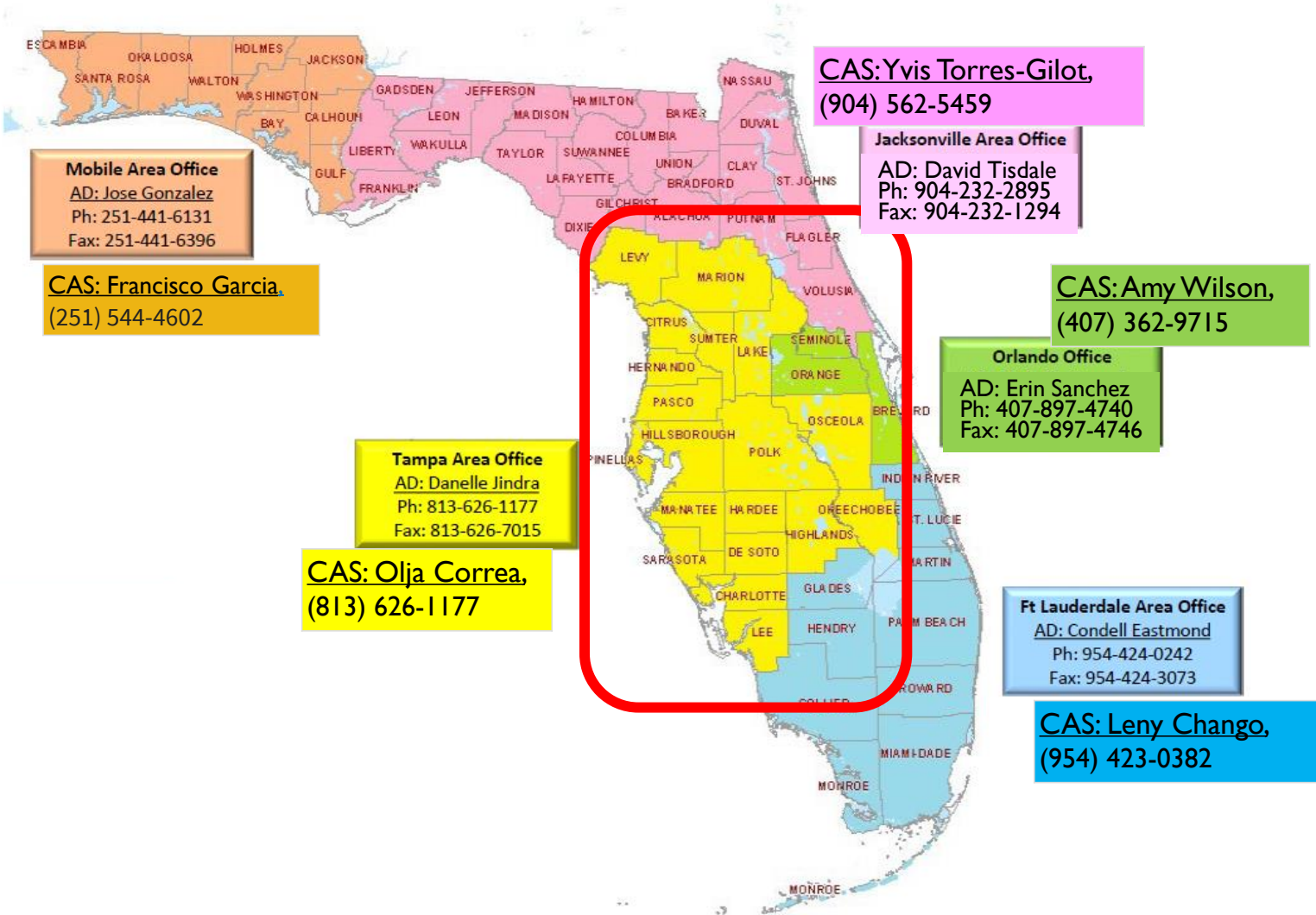
OSHA JURISDICTION

- OSHA covers most private sector workers in all 50 states, the District of Columbia, and other U.S. jurisdictions through Federal OSHA or an OSHA-approved state plan. State programs must be at least as effective as the Federal OSHA program.
- State and Local Government Workers are not covered by Federal OSHA but do have OSH Act protections if they work in a state or territory with an OSHA-approved state program.
- OSHA's protection applies to all federal agencies. Federal agencies must have a safety and health program that meet the same standards as private employers.

OSHA COVERAGE BY REGION



OSHA AREA OFFICES – FLORIDA



FLORIDA FATALITY STATISTICS

(01/01/2025—12/31/2025)

NUMBER OF WORK-RELATED FATALITIES

107

FATALITIES BY INDUSTRY SECTORS

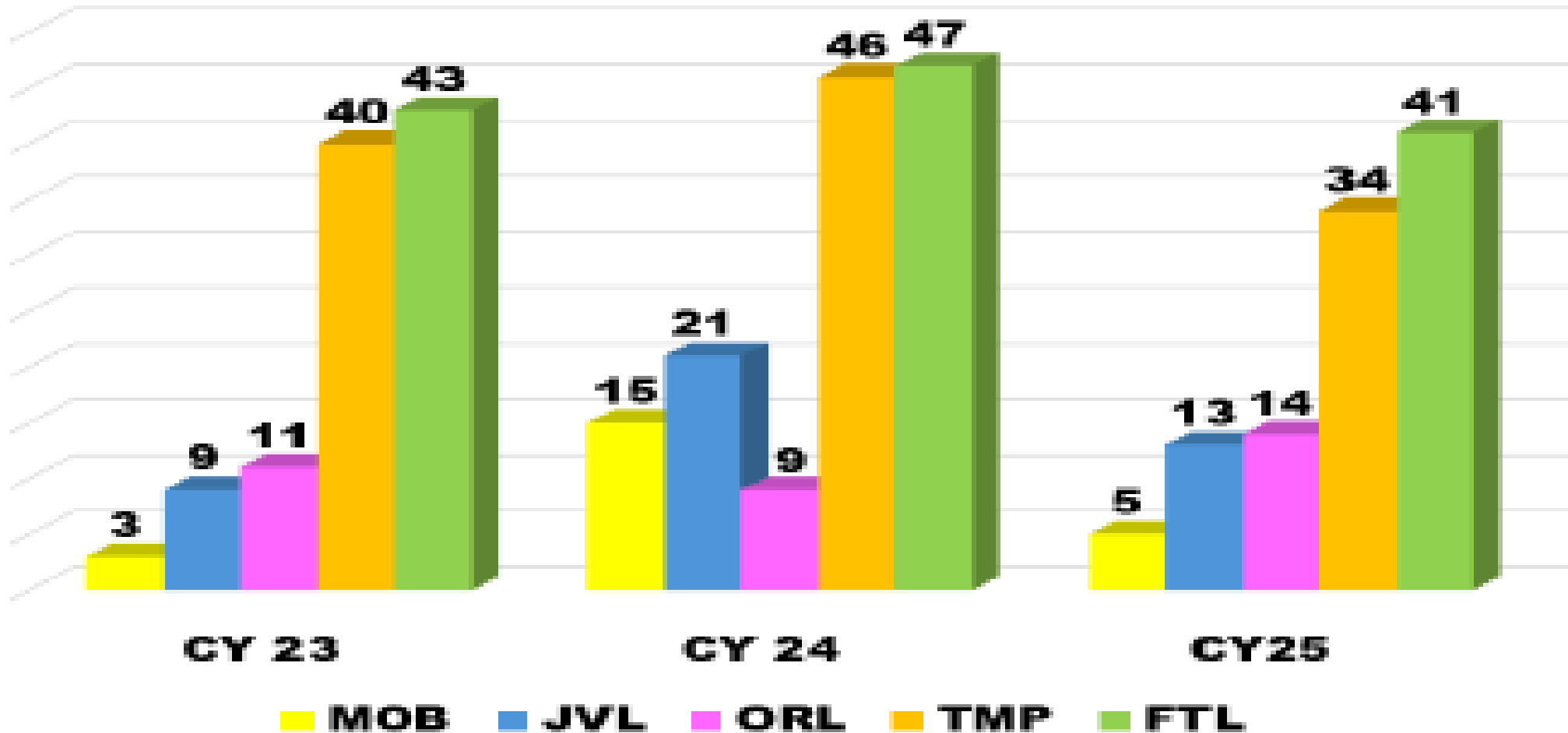
CONSTRUCTION (236115—238990) <i>Majority occurred in the Specialty Trade Contractors</i>	44%
GENERAL INDUSTRY (423220—811310) NON MANUFACTURING	30%
LAWN AND GARDEN CARE (561730)	10%
GENERAL INDUSTRY (321911—336611) MANUFACTURING	9%
AGRICULTURE (111219—115115) <i>Agricultural Production Crops</i>	3%
OIL & GAS OPERATIONS (213112)/	2%
ELECTRICAL POWER DISTRIBUTION (221122)/	1%
WASTE DISPOSAL (562111)	1%

FATALITIES BY TYPE AND INDUSTRY SECTOR IN FLORIDA

	CON- STRUC- TION	GENERAL INDUS- TRY NON- MFG	LAWN AND GARDEN	GENERAL INDUS- TRY MFG	AGRICUL- TURE	OIL- POWER GEN-AND WASTE
FALLS	22	6	0	1	1	0
STRUCK-BY	14	19	4	8	1	2
ELECTRICAL SHOCK	6	0	4	0	0	2
CAUGHT-IN	1	1	0	0	0	0
DROWNINGS	1	2	0	0	0	0
ASPHYXIA- TION	0	1	1	0	0	0
HEAT EX- HAUSTION	3	1	2	0	1	0
WORKPLACE VIOLENCE	0	0	0	0	0	0
OTHER	0	2	0	1	0	0

You can search OSHA's accident database on-line at: www.osha.gov/pls/imis/accidentsearch.html. Don't know your industry code? Search here: www.osha.gov/pls/imis/sicsearch.html OR <http://www.census.gov/eos/www/naics/>

FLORIDA FATALITY HISTORICAL DATA



CURRENT INITIATIVES

- Meeting employers where they are.
- Collaboration through cooperative programs.
- Engaging with workplaces at all stages.

LETTERS OF INTERPRETATION

- Helping employers and workers.
- Raising awareness and use of the agency's Letters of Interpretation.
- Help employers understand how to comply with federal requirements.
- Search by keyword, standard number or date.

COMPLIANCE ASSISTANCE & COOPERATIVE PROGRAMS

- Making real progress by working together.
- Excellent ways to work with OSHA on meaningful safety and health initiatives.
- Programs:
 - On-Site Consultation Program
 - Safety and Health Achievement Recognition Program (SHARP)
 - Alliance Program
 - Strategic Partnership Program
 - Voluntary Protection Programs
 - Safety Champions Program

VOLUNTARY PROTECTION PROGRAMS

OSHA's new Pathway to Safety and Health Success:

- Increase outreach to more employers, especially small businesses;
- Reimagine OSHA Challenge into Safety Champions Program;
- Expand use of safety mentors;
- Incorporate leading indicators;
- Create VPP Elite level of distinction for VPP sites → 15+ years of VPP status;
- Create VPP Emeritus designation for VPP sites → 25+ years of VPP status;
- Expand VPP SHMS from four to seven elements.

OSHA SAFETY CHAMPIONS PROGRAM

- A new program for employers to improve their safety and health programs.
- Based on seven core elements of OSHA's Recommended Practices for Safety and Health Programs.
- Three steps: Introductory, Intermediate and Advanced
- Safety mentors given tools to work with participants as they progress through program.
- Participants will receive recognition letter upon completion of each step.

ON-SITE CONSULTATION PROGRAM & COMPLIANCE ASSISTANCE SPECIALISTS

- Offers small businesses confidential occupational safety and health services.
 - Separate from enforcement.
- Onsite Consultants and OSHA Training Institute Education Centers work with employers to:
 - find and fix workplace hazards,
 - give advise for complying with OSHA standards,
 - help establish and improve safety and health programs, and
 - train employees.
- Find a CAS near you; <https://www.osha.gov/complianceassistance/cas>.

SAFE + SOUND WEEK 2026

- Safe + Sound: Year-round campaign promoting workplace safety and health programs.
- Safe + Sound Week 2026 is August 10-16, celebrating workplace safety successes.
- This year's focus will be safety and health program recognition.

ENFORCEMENT

- Set enforcement policy and targeted inspection programs.
- Respond to fatalities, catastrophes and complaints.
- Emphasis Programs at the national, regional and local levels.
 - National Emphasis Programs;
 - Site-Specific Targeting
 - Amputations
 - Heat

NATIONAL EMPHASIS PROGRAMS (NEP)

- **Updated Site-Specific Targeting (SST)**
 - SST (2023 version) ended on February 7, 2025.
 - Updated SST issued on May 20, 2025.
- **Updated Amputations in Manufacturing Industries NEP**
 - Updated NEP was issued on June 26, 2025.
- **Heat NEP**
 - Updated on April 10, 2026.

SITE-SPECIFIC TARGETING (SST)

- The new directive, that was issued with an effective date of May 20, 2025, replaces the previous SST program directive issued on February 7, 2023.
- This Instruction is for two years (May 20, 2027) from the effective date, unless replaced by a new Instruction.
- The Site-Specific Targeting program is OSHA's primary planned inspection program for non-construction establishments with 20 or more employees.

SITE-SPECIFIC TARGETING (SST)

- Using OSHA Form 300A data from calendar years 2021-2023, establishments may be selected for inspection based on:
 - High injury and illness rates from 2023 data.
 - Upwardly trending injury and illness rates based on 2021-2023 data at or above twice the 2022 private sector average.
 - Injury and illness rates markedly below industry averages.
 - Failure to submit an OSHA Form 300A in 2023.

HEAT NEP Update

- **CPL 03-00-024 NEP - Outdoor and Indoor Heat-Related Hazards**

Significant changes between this revised NEP and the original NEP include:

- A. Updated target industries using current data from BLS and OSHA (Appendix A)
- B. Removed outdated background information and references.
- C. Updated links.
- D. Revised inspection goal.

HEAT NEP Update (cont.)

- E. Reorganized and Added Appendix I: Evaluation of a Heat Program.
- F. Reorganized and Added Appendix J: Citation Guidance.
- G. Added coding for Worksite Assistance.
- H. Added coding for Unprogrammed Emphasis Hazards.

INSPECTIONS

- Focus inspection resources on the most hazardous workplaces.
 - Imminent danger situations
 - Severe injuries and illnesses
 - Complaints
 - Referrals
 - Targeted inspections
 - Follow-up inspections

INSPECTION PROCESS

- Four phases:
 - Presentation of credentials
 - Opening Conference
 - Walkaround
 - Closing Conference

PENALTIES

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]

PENALTY UPDATES

- Updated procedures focus on prevention and prompt hazard abatement.
- Increased penalty reductions make it easier for small businesses to invest resources in compliance and hazard abatement.
- Employers can benefit if they:
 - Immediately address or correct hazard,
 - Have never been inspected by federal/state OSHA,
 - No history of serious, repeat or failure-to-abate violations, or
 - Were inspected in previous five years but had no serious, willful or failure-to-abate violations.
- Effective July 14, 2025.

FOM CHAPTER 6 PENALTY UPDATES

- Allowable history percentage adjustment for a *reduction/increase in penalty* has been increased to 20% (Previously 10%).
 - New eligibility criteria for employers never inspected by Federal OSHA nationwide or by any State Plan to receive a penalty reduction.
- Expanded the size of small employers for penalty reductions:
 - Serious and OTS: 70% reduction allowed for employers with 1-25 employees. Previously 1-10 employees.
 - Willful-Serious: 80% reduction allowed for employers with 20 or fewer employees. Previously 10 or fewer.
- New category of Quick-Fix added (Abatement within 5 days) to encourage prompt abatement of hazards

HEAT RULE

- Public hearing began on June 16, 2025.
- Archived recordings of the hearing on OSHA's rulemaking page at <https://www.osha.gov/heat-exposure/rulemaking>.

WHISTLEBLOWER PROTECTIONS

- OSHA enforces more than 20 whistleblower statutes.
- Statutes protect workers from adverse actions.
- Ways to file a complaint:
 - Online
 - Fax/Email/Mail
 - Telephone
 - In person
 - Complaints are accepted in all languages
 - Visit www.whistleblowers.gov

TRACKING WORKPLACE INJURIES AND ILLNESSES

- Helps understand industry hazards, where to implement protections, and prevent future incidents.
- Establishments that meet size and industry criteria must submit data from OSHA Form 300A, 300, and 301 (or equivalent forms) annually.
- OSHA publishes data collected on its website after taking steps to detect and remove certain personally identifiable information (PII).
- Severe Injury Report – online tool to search the database, view trends, and prevent injuries.

EMPLOYEE RIGHTS

Federal law entitles every employee the rights to:

- A safe and healthful workplace
- Speak up about safety and health concerns without fear of retaliation
- Be trained in the language they understand
- Required safety equipment, such as gloves or a harness and lifeline for falls, and
- Report an injury or illness, request an OSHA inspection, and speak to the inspector.
- [Visit osha.gov/workers](https://www.osha.gov/workers)

EMPLOYER RESPONSIBILITIES

- Provide a workplace that is free of known safety and health hazards.
- Display OSHA job safety and health workplace poster, “OSHA CARES,” in the workplace.
- Many employers with more than 10 employees must keep a record of serious work-related injuries and illnesses.
- Certain low-risk industries are exempt.
- Visit www.osha.gov/employers



SAFETY PAYS

How can occupational injuries and illnesses impact your company's profitability ?

OSHA's SAFETY PAYS Program

Safety Pays Tool

Estimate the effect of all injuries and illnesses on your business.

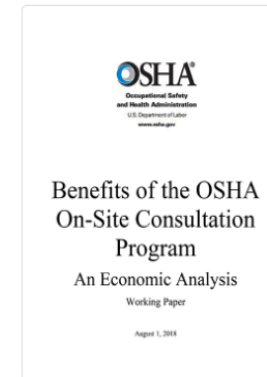
[Safety Pays Tool](#)

Individual Injury Estimator

Find out how much a specific injury could cost your business.

[Individual Injury Estimator](#)

Resources



[Benefits of the OSHA On-Site Consultation Program
An Economic Analysis](#)

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

OSHA.GOV

SAFETY AND HEALTH PROGRAMS

IMPLEMENTING a safety and health program PREVENTS workplace injuries and illnesses



can help employers avoid **DIRECT COSTS**



such as high **WORKERS COMPENSATION PREMIUMS**



INDIRECT COSTS \$ that result from **WORKPLACE INCIDENTS**



Such as...

TIME LOST



due to work stoppages and investigations



training and other costs associated with

REPLACING INJURED WORKERS



LOSS OR DAMAGE



to material, machinery and property.

OSHA PUBLICATIONS



OSHA QuickTakes

- **Free** OSHA e-newsletter delivered twice monthly to more than 300,000 subscribers
- **Latest news** about OSHA initiatives and products to help employers and workers find and prevent workplace hazards
- Sign up at www.osha.gov/quicktakes

www.osha.gov/publications

Heat Illness:

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

https://www.osha.gov/sites/default/files/enforcement/directives/CPL_03-00-024.pdf

<https://www.osha.gov/sites/default/files/publications/heat-rulemaking-factsheet.pdf>

Spanish-Language Resources

<https://www.osha.gov/training/outreach/construction/spanish>

Seguridad y Salud en el Trabajo ¡ES LA LEY!

Todos los trabajadores tienen el derecho a: Los empleadores deben:

- Un lugar de trabajo seguro y saludable.
- Que alguien se preocupe por reportar una lesión o enfermedad.
- Recibir información sobre los peligros de su trabajo.
- Pedir a la OSHA que investigue si su trabajo es inseguro o si alguien está cometiendo una violación de la ley.
- Participar en la inspección con el inspector.
- Presentar una queja o solicitar una copia de los registros de inspección y registros de violaciones.
- Ver cualquier acción que tome la OSHA.

PROTEJA A LOS TRABAJADORES DENTRO DE ZANJAS

Evite los derrumbes de zanjas y salve vidas:

- **INCLINE** o construya bancos en las paredes de zanjas,
- **APUNTALE** las paredes de zanjas con soportes, o
- **PROTEJA** las paredes de zanjas con cajas de zanjas.

1-800-321-OSHA (6742) • TTY 877-889-5627

OSHA.GOV

TRAINING

- Often referred to as 10-and 30-hour training.
- Program is not a certification or license, does not meet requirements of OSHA standards.
- Provides assistance and tools to develop effective safety and health programs.
- OSHA Training Institute (OTI) Education Centers are a national network of non-profit organizations authorized by OSHA to offer OSHA courses.
- OTI Education Centers offer more than 50 courses in construction, maritime, and general industries.
- Visit www.osha.gov/otiec.

LETTERS OF INTERPRETATION

- Helping employers and workers.
- Raising awareness and use of the agency's Letters of Interpretation.
- Help employers understand how to comply with federal requirements.
- Search by keyword, standard number or date on updated Letters of Interpretation webpage .

QUICK TAKES/INFORMACIÓN RÁPIDA/DID YOU KNOW?

- Keep up-to date with OSHA
 - Twice monthly newsletter QuickTakes (English)
 - Twice monthly Spanish-language sister newsletter Información Rápida
 - Focused and timely messages Did You Know? (Bilingual) and This Just In...

SOCIAL MEDIA

- Follow OSHA on:
 - Instagram: @OSHA_DOL
 - LinkedIn: @OccupationalSafetyandHealthAdministration
 - X: @OSHA_DOL
 - Facebook: @OccupationalSafetyandHealthAdministration



**Occupational Safety
and Health Administration**

www.osha.gov

800-321-OSHA (6742)