

# OSHA Update

---

**James Shelton**

**Compliance Assistance Specialist  
Occupational Safety and Health Administration**



# SE TX FY 23 Fatalities Reported

- Work related fatalities are required to be reported to OSHA within 8 hours, hospitalizations, amputations, loss of an eye within 24 hours
  - Many may not be under OSHA jurisdiction to investigate, may not be ‘work related’, or may be ‘recordable’ but not ‘reportable’
  - The goal is to compare the same type of work-related incidents every year

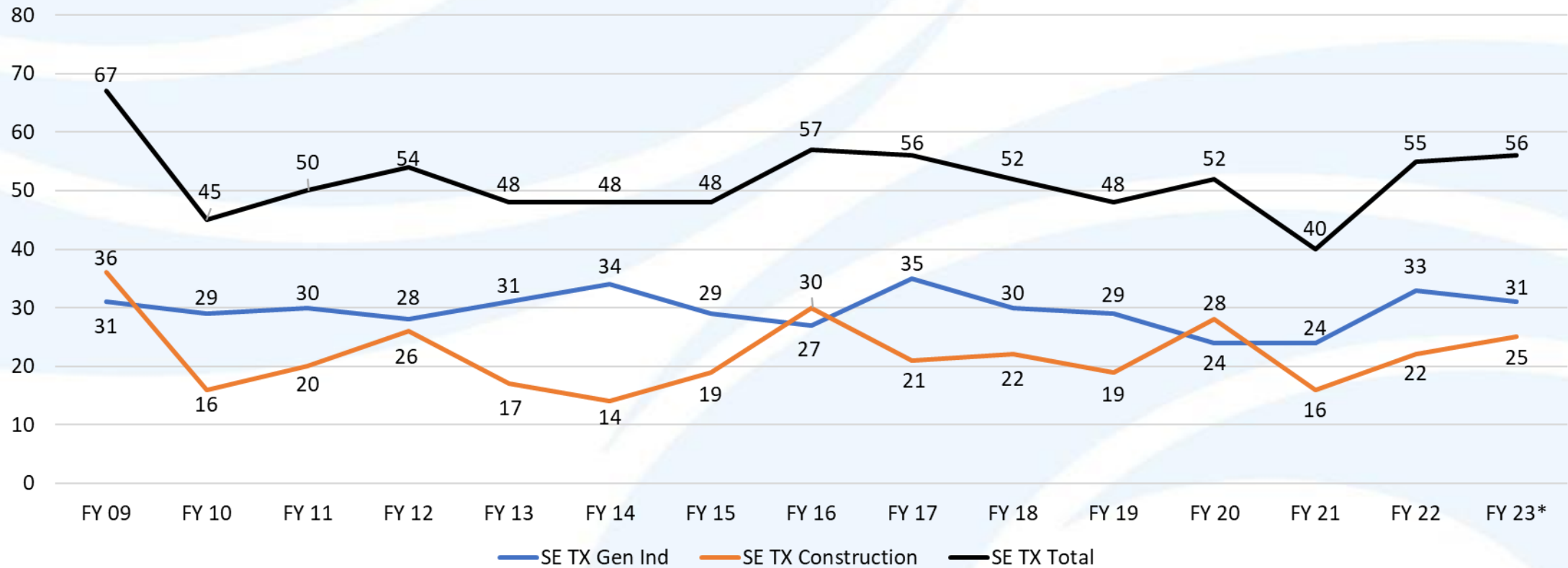


\*Fatalities are compared year to year based on OSHA covered and investigated



# FY 23 SE TX Fatality/Catastrophe Incidents

FY 23\* SE TX Fat/Cat Incidents by Gen Industry and Construction

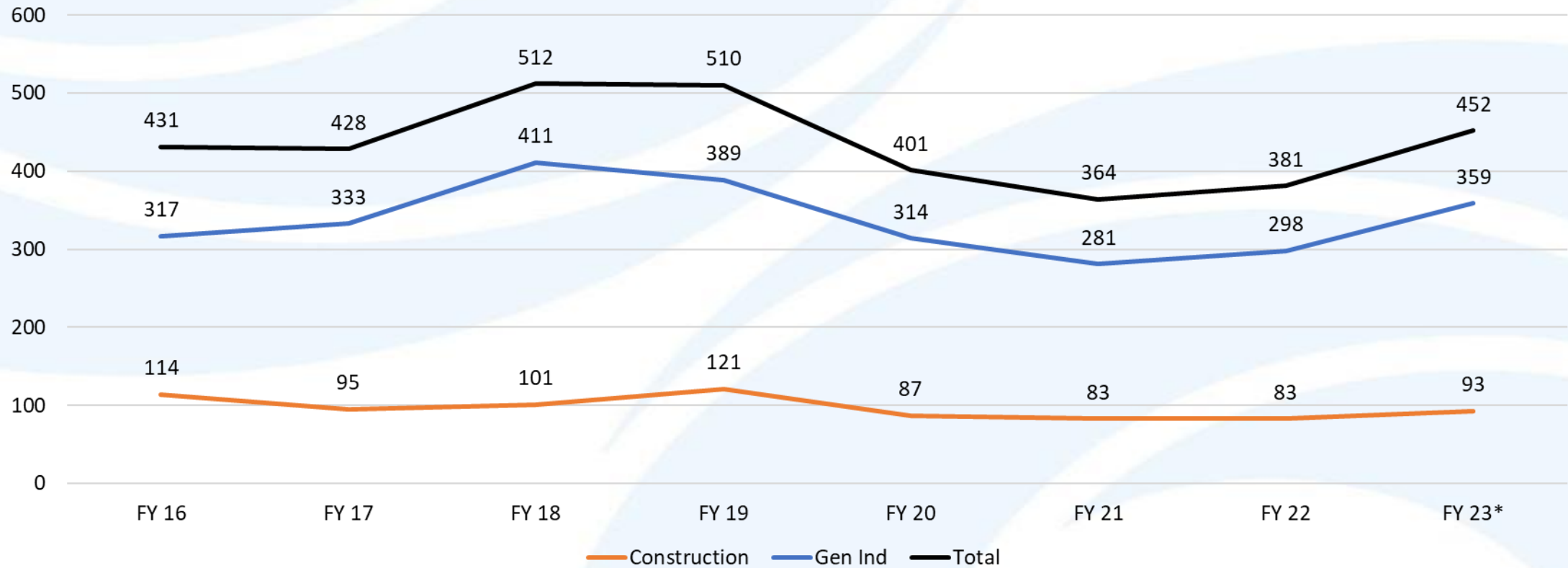


Report run Oct 2, 2023



# FY 23 SE TX Serious Incident Reports (SIRs)

FY 23\* SE TX SIRs by Gen Industry and Construction



Report run Oct 2, 2023



# National Emphasis Programs (NEP)

- Combustible Dust
- Coronavirus (COVID-19)
- Amputations in Manufacturing
- Hexavalent Chromium
- Lead
- Primary Metals Industries
- Shipbreaking
- Process Safety Management
- Respirable Crystalline Silica
- Trenching and Excavation
- Outdoor and Indoor Heat-Related Hazards
- Falls
- Warehousing

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



# Amputations in Manufacturing

- CPL 03-00-022
- This NEP targets industrial and manufacturing workplaces having machinery and equipment that can potentially cause amputations
- Inspections initiated under this NEP are programmed, planned inspections
- Complaints and referrals addressing operations that allege potential exposures to amputation hazards must be inspected under this NEP
  - [https://www.osha.gov/sites/default/files/enforcement/directives/CPL\\_03-00-022.pdf](https://www.osha.gov/sites/default/files/enforcement/directives/CPL_03-00-022.pdf)

OSHA INSTRUCTION	
U.S. DEPARTMENT OF LABOR Occupational Safety and Health Administration	
<b>DIRECTIVE NUMBER:</b> CPL 03-00-022	<b>EFFECTIVE DATE:</b> 12/10/2019
<b>SUBJECT:</b> National Emphasis Program on Amputations in Manufacturing Industries	
<b>ABSTRACT</b>	
<b>Purpose:</b>	This instruction describes policies and procedures for the continued implementation of a National Emphasis Program (NEP) to identify and reduce or eliminate amputation hazards in manufacturing industries.
<b>Scope:</b>	Occupational Safety and Health Administration-wide (OSHA-wide).
<b>References:</b>	CPL 02-00-025, Scheduling System for Programmed Inspections, January 4, 1995. Revised Interim Enforcement Procedures for Reporting Requirements under 29 CFR §1904.39, March 4, 2016. CPL 02-00-163, Field Operations Manual (FOM), September 13, 2019. CPL 04-00-002, Procedures for the Approval of Local Emphasis Programs (LEPs), November 13, 2018.
<b>Cancellations:</b>	This instruction supersedes OSHA Instruction CPL 03-00-019, National Emphasis Program on Amputations, August 13, 2015.
<b>State Impact:</b>	Notice of Intent and Adoption required. See paragraph VII.
<b>Action Offices:</b>	National, Regional, Area and State Plan Offices.
<b>Originating Office:</b>	Directorate of Enforcement Programs.
<b>Contact:</b>	Office of General Industry and Agricultural Enforcement 200 Constitution Avenue, NW, N3119 Washington, DC 20210 (202) 693-1850

ABSTRACT - 1



# Outdoor and Indoor Heat-Related Hazards

- CPL 03-00-024
- It targets specific industries expected to have the highest exposures to heat-related hazards and resulting illnesses and deaths
- Augments OSHA's efforts addressing unprogrammed-related activities, e.g., complaints, referrals, and severe incident reports, by adding an enforcement program targeting specific high hazard industries or activities in workplaces during high heat conditions
  - [https://www.osha.gov/sites/default/files/enforcement/directives/CPL\\_03-00-024.pdf](https://www.osha.gov/sites/default/files/enforcement/directives/CPL_03-00-024.pdf)



U.S. DEPARTMENT OF LABOR Occupational Safety and Health Administration

**DIRECTIVE NUMBER:** CPL 03-00-024 **EFFECTIVE DATE:** April 8, 2022  
**SUBJECT:** National Emphasis Program – Outdoor and Indoor Heat-Related Hazards

#### ABSTRACT

**Purpose:** This Instruction describes policies and procedures for implementing a National Emphasis Program (NEP) to protect employees from heat-related hazards and resulting injuries and illnesses in outdoor and indoor workplaces. This NEP expands on the agency's ongoing heat-related illness prevention initiative and campaign by setting forth a targeted enforcement component and reiterating its compliance assistance and outreach efforts. This approach is intended to encourage early interventions by employers to prevent illnesses and deaths among workers during high heat conditions, such as working outdoors in a local area experiencing a heat wave, as announced by the National Weather Service. Early interventions include, but are not limited to, implementing water, rest, shade, training, and acclimatization procedures for new or returning employees.

**Scope:** This Instruction applies OSHA-wide.  
**References:** Section 5(a)(1) of the Occupational Safety and Health Act (OSH Act), 29 U.S.C. § 654.  
OSHA Instruction, CPL 02-00-164, *Field Operations Manual (FOM)*, April 14, 2020.  
(See [Section III](#) for additional references.)

**Cancellations:** None.  
**State Plan Impact:** Notice of Intent Required, Adoption Encouraged, Federal Program Change, Notice of Intent Required, Equivalency Required. See [Section VI](#).


**Action Offices:** OSHA Regional and Area Offices, State Plan and OSHA On-Site Consultation programs  
**Originating Office:** Directorate of Enforcement Programs, Office of Health Enforcement

ABSTRACT-1



# Hexavalent Chromium

- CPL 02-02-076
- This Instruction contains directions for identifying and inspecting workplaces where workers are likely to be exposed to hexavalent chromium and the other toxic substances
- Each Region must conduct at least five inspections under this NEP each year, although Regions are free to conduct more inspections, if warranted
  - [https://www.osha.gov/sites/default/files/enforcement/directives/CPL\\_02-02-076.pdf](https://www.osha.gov/sites/default/files/enforcement/directives/CPL_02-02-076.pdf)



**OSHA INSTRUCTION**  
U.S. DEPARTMENT OF LABOR Occupational Safety and Health Administration

---

**DIRECTIVE NUMBER:** CPL 02-02-076 | **EFFECTIVE DATE:** February 23, 2010  
**SUBJECT:** National Emphasis Program - Hexavalent Chromium

**\*\*NOTE:** Minor changes (in double brackets) were made to this directive on October 1, 2017, to update OIS coding instructions and references. Also, minor changes (in brackets) were made on December 1, 2015, after the revision to OSHA's Hazard Communication standard. These changes do not impact this directive's enforcement policy.

**ABSTRACT**

**Purpose:** This Instruction describes policies and procedures for implementing a National Emphasis Program to identify and reduce or eliminate the health hazards associated with occupational exposure to hexavalent chromium and other toxic substances often found in conjunction with hexavalent chromium.

**Scope:** This Instruction applies OSHA-wide.

**References:** OSHA Instruction ((CPL-02-00-148 CPL 02-00-160)), *Field Operations Manual (FOM)*, ((November 9-2009 August 2, 2016)); OSHA Instruction CPL 02-02-074, *Inspection Procedures for the Chromium (VI) Standards*, January 24, 2008; ((OSHA-Notice-00-05-(CPL-02)-Site-Specific-Targeting-2008-(SST-00)-July-20-2000)). See other references in Section III, below.

**Cancellations:** This Instruction supersedes all Regional and Local Emphasis Programs specifically dealing with hexavalent chromium.

**State Impact:** Notice of Intent required. Adoption strongly encouraged (see Section VI). [\[State Adoption Summary\]](#)

**Action Offices:** OSHA Regional and Area Offices, State Plan and State Consultation Offices.

**Originating Office:** Directorate of Enforcement Programs.

Abstract - 1



# Primary Metal Industries

- CPL 03-00-018
- From May 19, 2011, until September 30, 2014, this NEP had required inspection goals. As of October 1, 2014, this Instruction will discontinue the required programmed inspection goals, but it will retain the NEP's inspection procedures and citation guidance for continued reference by Regional and Area Offices
- Primary Metal Industries, such as iron foundries and establishments that manufacture nails, insulated wires and cables, steel piping, and copper and aluminum products, under NAICS 33
  - [https://www.osha.gov/sites/default/files/enforcement/directives/CPL\\_03-00-018.pdf](https://www.osha.gov/sites/default/files/enforcement/directives/CPL_03-00-018.pdf)



DIRECTIVE NUMBER: CPL 03-00-018 EFFECTIVE DATE: October 20, 2014  
SUBJECT: National Emphasis Program – Primary Metal Industries

**\*\*NOTE:** As a result of the July 9, 2015, issuance of CPL 02-02-079, Inspection Procedures for the Hazard Communication Standard (HCS 2012), minor changes (in brackets) were made to this directive on January 1, 2016. These changes do not impact this directive's enforcement policy.

#### ABSTRACT

**Purpose:** This Instruction describes policies and procedures for implementing a National Emphasis Program to identify and reduce or eliminate worker exposures to harmful chemical and physical health hazards in facilities in the Primary Metal Industries.

**Scope:** This Instruction applies OSHA-wide.


**References:** OSHA Instruction CPL 02-00-150, April 22, 2011, Field Operations Manual (FOM).  
OSHA Notice 14-01 (CPL 02), March 6, 2014, Site-Specific Targeting 2014 (SST-14).  
(OSHA Instruction CPL 02-02-079 02-02-038 (CPL-2-2-38D), March 20, 4998 July 9, 2015, Inspection Procedures for the Hazard Communication Standard (HCS 2012).)  
OSHA Instruction CPL 02-00-158, June 26, 2014, Inspection Procedures for the Respiratory Protection Standard.  
OSHA Instruction CPL 02-00-025 (CPL 2.25D), January 4, 1995, Scheduling System for Programmed Inspections.  
OSHA Instruction CPL 03-00-007, January 24, 2008, National Emphasis Program – Crystalline Silica.  
OSHA Instruction CPL 03-00-009, August 14, 2008, National Emphasis Program – Lead.

ABSTRACT-1



# Falls

- Goal of this NEP, CPL 03-00-025 Falls, is to significantly reduce or eliminate unprotected worker exposures to fall-related hazards in all industries that can result in serious injuries and deaths
  - [https://www.osha.gov/sites/default/files/enforcement/directives/CPL\\_03-00-025.pdf](https://www.osha.gov/sites/default/files/enforcement/directives/CPL_03-00-025.pdf)
- Construction
- Certain non-construction activities and other non-construction work activities where a worker is observed working at height, an inspection may be initiated upon approval by the area office



## OSHA INSTRUCTION

U.S. DEPARTMENT OF LABOR Occupational Safety and Health Administration

---

**DIRECTIVE NUMBER:** CPL 03-00-025  
**SUBJECT:** National Emphasis Program - Falls  
**DIRECTORATE:** Directorate of Construction  
**SIGNATURE DATE:** April 24, 2023 **EFFECTIVE DATE:** May 1, 2023

---

**ABSTRACT**

**Purpose:** This instruction, *National Emphasis Program on Falls*, describes policies and procedures for implementing an OSHA National Emphasis Program (NEP) to identify and to reduce hazards which are causing or likely to cause serious injuries and fatalities from falls while working at heights.

**Scope:** This instruction applies OSHA-wide.

**References:** See Section III for a complete list of references.

**Cancellations:** See Section IV. Cancellations.

**State Impact:** Notice of Intent and Adoption required. See paragraph VI.

**Action Offices:** OSHA National, Regional and Area Offices, State Plan and OSHA On-Site Consultation programs.

**Originating Office:** Directorate of Construction (DOC).

**Contact:** Director, Office of Construction Services  
200 Constitution Avenue, NW, Room N3468  
Washington, DC 20210  
Phone (202) 693-2020

By and Under the Authority of

Douglas Parker  
Assistant Secretary



# Region VI Emphasis Programs (REP)

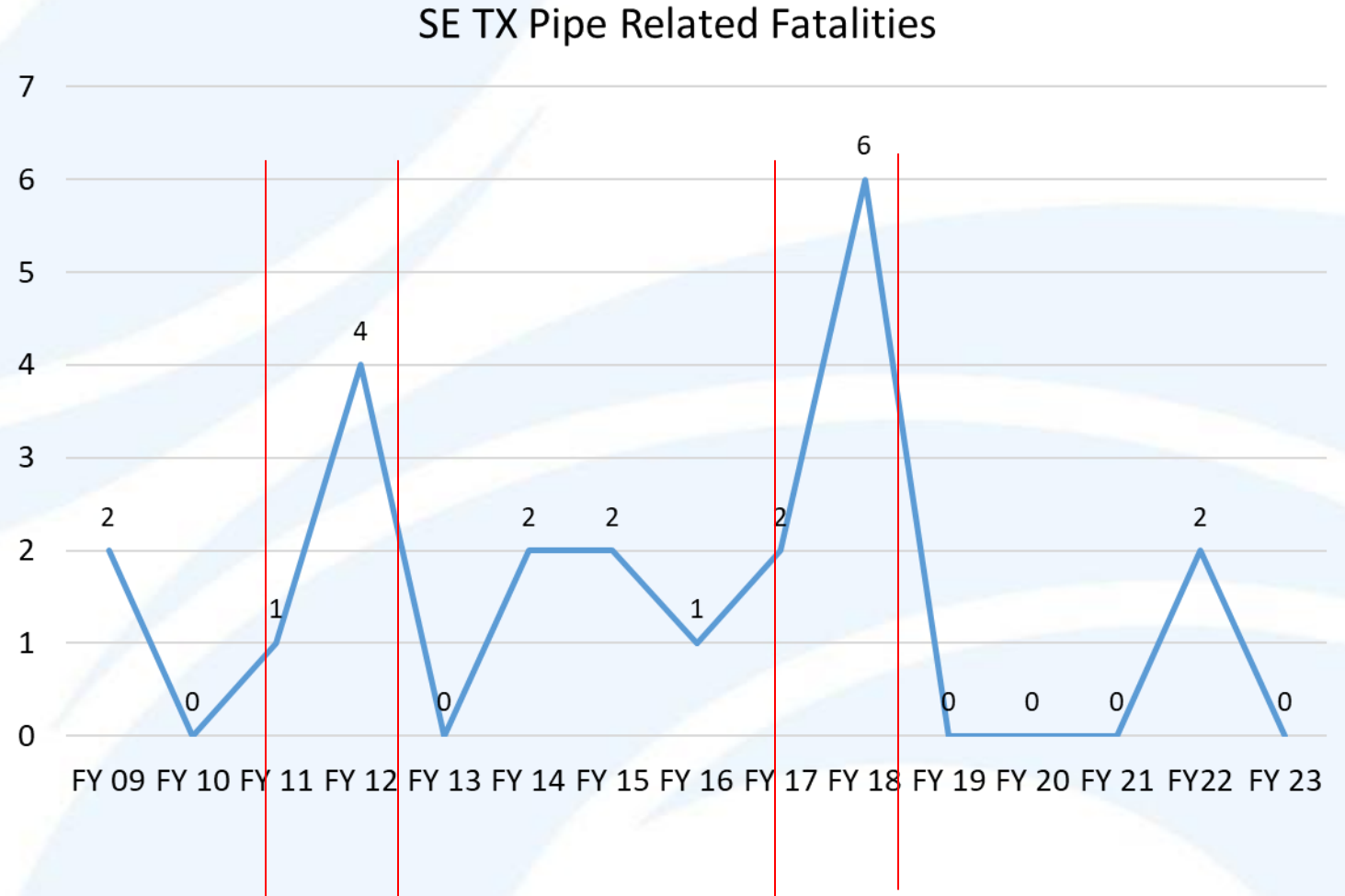
- Construction
- Cranes in Construction
- Fall Hazards in Non-Construction Industries
- Grain Handling Facilities
- Heat Illness
- High Noise in Manufacturing
- Manufacture of Fabricated Metals
- Upstream Oil and Gas Industry
- Transportation Tank Cleaning
- Poultry Processing Facilities

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



# SE TX Pipe Related Fatalities\*

- 4/5 incidents in FY 11/12 were related to pipes being handled with a forklift
- 3/8 incidents in FY 17/18 were related to unloading pipe from a vehicle. Moving or falling pipe was the most common event. One case was related to a forklift

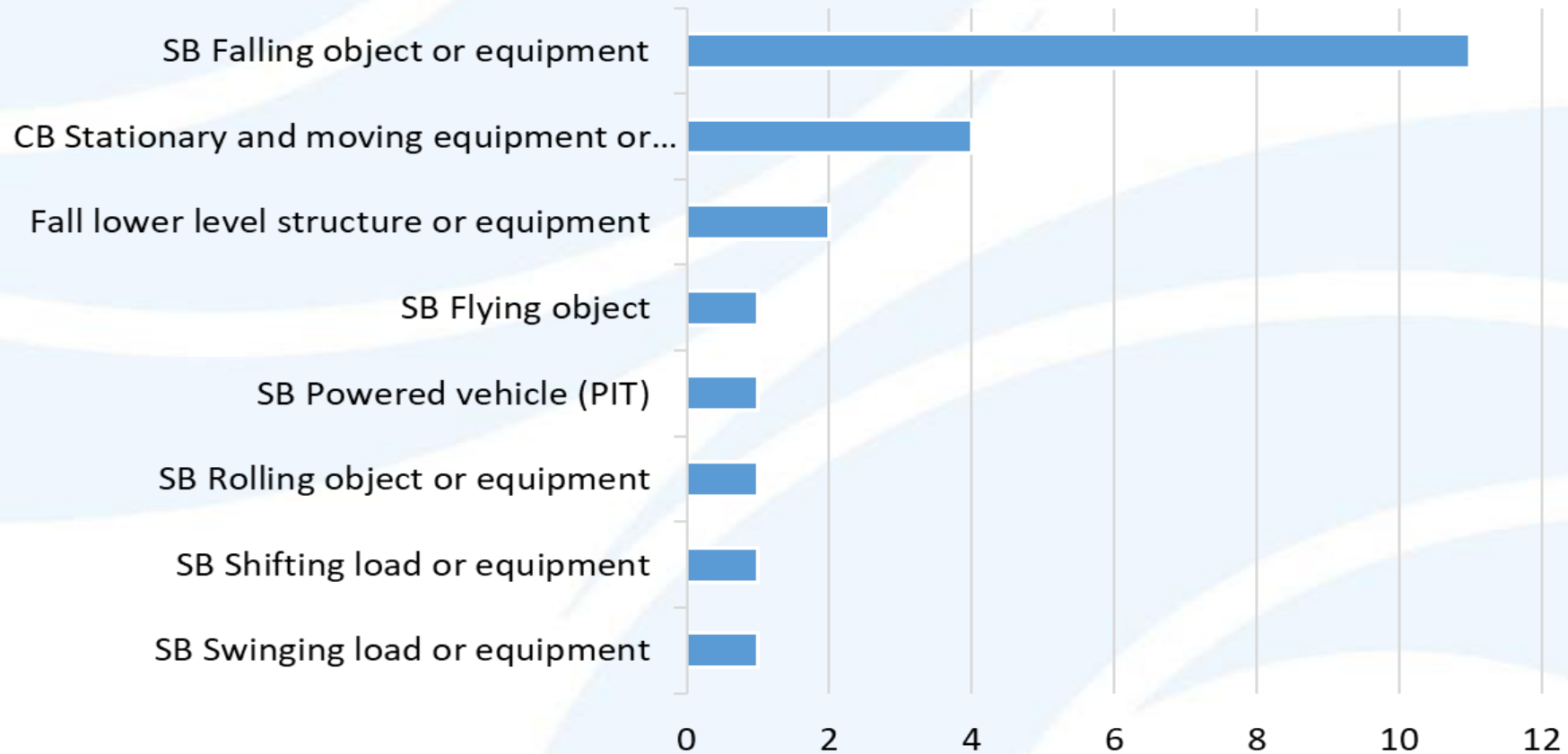


\*Incidents clearly related to oil and gas 'drilling' and 'construction activity' not included as best as possible. Estimated 22 pipe related fatalities



# SE TX Pipe Related Fatalities\*

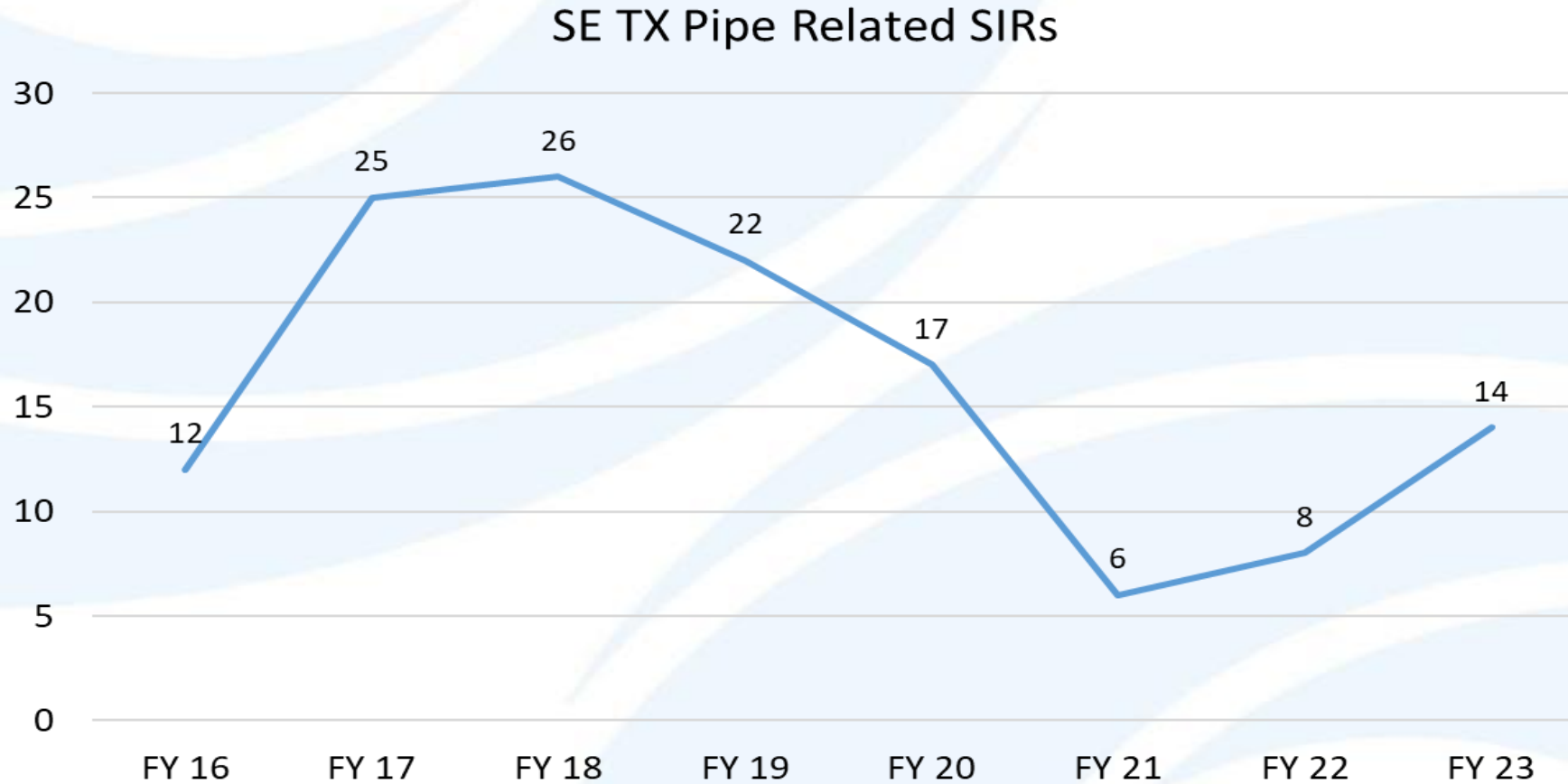
SE TX Pipe Related Fatal by Event



\*Incidents clearly related to oil and gas 'drilling' and 'construction activity' not included as best as possible. Estimated 22 pipe related fatalities



# SE TX Pipe Related SIRs\*

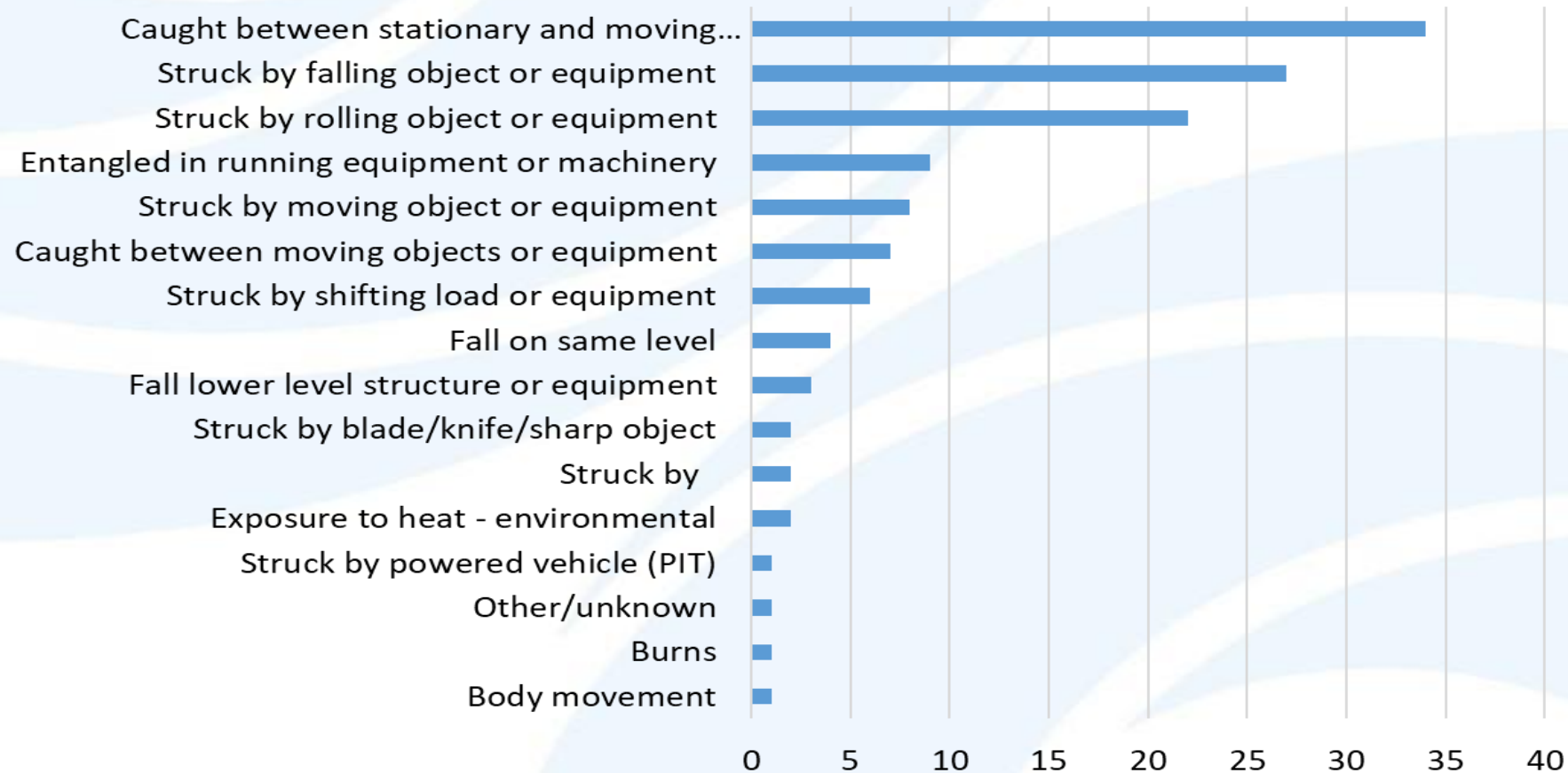


\*Incidents clearly related to oil and gas 'drilling' and 'construction activity' not included as best as possible. Estimated 130 pipe related SIRs



# SE TX Pipe Related SIRs\*

SE TX Pipe Related SIRs by Event



\*Incidents clearly related to oil and gas 'drilling' and 'construction activity' not included as best as possible. Estimated 130 pipe related SIRs



# Old Rule and the New Rule

- Establishments in high hazard establishments with 20-249 employees and large establishments (who are required to maintain records) with 250+ employees continue to submit their 300A as required under the old rule
  - Appendix 'A' to Subpart E of Part 1904
- Establishments with 100 or more employees in certain high-hazard industries must electronically submit the OSHA 300 Log, OSHA 301 Incident report, and 300A Annual Summary
  - Appendix 'B' to subpart E of Part 1904
- Establishments listed in Appendix 'B' have been on Appendix 'A' high hazard list since 2016





# New Rule

- Just like the old rule, the employee size is based on the size of the establishment, not the size of the firm
- An establishment is a single physical location where business is conducted or where services or industrial operations are performed



# New Rule

- Each establishment must provide their legal company name when submitting their data
- Most of the data submitted under these new requirements available to the public. Multiple steps will be taken to protect the identity of injured or ill workers, including:
  - OSHA will not collect worker names and addresses or of the healthcare providers
  - OSHA will convert birth dates to age and discard birth dates;
  - OSHA will remind employers not to submit information that could directly identify workers, such as names, addresses, telephone numbers, etc.



# New Rule

- OSHA will withhold from publication the information on:
  - Worker age
  - Gender
  - Date hired
  - Whether the worker was treated in an emergency room and/or hospitalized overnight as an in-patient;
- OSHA will use automated information technology to detect and remove any remaining information that could directly identify workers
- Eventually data will be coded using the Occupational Injury and Illness Classification system (OIICS) manual



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 1904.8 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

Main data entry table with columns: Identify the person (A, B), Describe the case (C, D, E, F), Classify the case (G, H, I, J), Enter the number of days (K, L), and Select the "Injury" column (M). Includes multiple rows with 'Reset' buttons and a 'Page totals' section.

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 these estimates or any other aspects of this data collection, contact: US Department of Labor, OSHA Office of Statistical Analysis, Room N-3644, 200 Constitution Avenue, NW, Washington, DC 20210. Do not send the completed forms to this office.

Save Input

Add a Form Page

Page 1 of 1

Injury (1), Skin disorder (2), Respiratory condition (3), Poisoning (4), Hearing loss (5), All other illnesses (6)



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

# OSHA's Form 301 Injury and Illness Incident Report

**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.

This *Injury and Illness Incident Report* is one of the first forms you must fill out when a recordable work-related injury or illness has occurred. Together with the *Log of Work-Related Injuries and Illnesses* and the accompanying *Summary*, these forms help the employer and OSHA develop a picture of the extent and severity of work-related incidents.

Within 7 calendar days after you receive information that a recordable work-related injury or illness has occurred, you must fill out this form or an equivalent. Some state workers' compensation, insurance, or other reports may be acceptable substitutes. To be considered an equivalent form, any substitute must contain all the information asked for on this form.

According to Public Law 91-596 and 29 CFR 1904, OSHA's recordkeeping rule, you must keep this form on file for 5 years following the year to which it pertains.

If you need additional copies of this form, you may photocopy the printout or insert additional form pages in the PDF, and then use as many as you need.

### Information about the employee

1) Full name

2) Street

3) City  State  ZIP

4) Date of birth     
Month Day Year

5) Date hired     
Month Day Year

Male  Female

### Information about the physician or other health care professional

6) Name of physician or other health care professional

7) If treatment was given away from the worksite, where was it given?

Facility

Street

City  State  ZIP

8) Was employee treated in an emergency room?  
 Yes  No

9) Was employee hospitalized overnight as an in-patient?  
 Yes  No

### Information about the case

10) Case number from the Log  (Transfer the case number from the Log after you record the case.)

11) Date of injury or illness     
Month Day Year

12) Time employee began work   AM  PM

13) Time of event   AM  PM  Check if time cannot be determined

14) **What was the employee doing just before the incident occurred?** Describe the activity, as well as the tools, equipment, or material the employee was using. Be specific. *Examples:* "climbing a ladder while carrying roofing materials"; "spraying chlorine from hand sprayer"; "daily computer key-entry."

15) **What Happened?** Tell us how the injury occurred. *Examples:* "When ladder slipped on wet floor, worker fell 20 feet"; "Worker was sprayed with chlorine when gasket broke during replacement"; "Worker developed soreness in wrist over time."

16) **What was the injury or illness?** Tell us the part of the body that was affected and how it was affected; be more specific than "hurt," "pain," or "sore." *Examples:* "strained back"; "chemical burn, hand"; "carpal tunnel syndrome."

17) **What object or substance directly harmed the employee?** *Examples:* "concrete floor"; "chlorine"; "radial arm saw." *If this question does not apply to the incident, leave it blank.*

18) **If the employee died, when did death occur?** Date of death     
Month Day Year

Completed by

Title

Phone  -  -  Date     
Month Day Year

Public reporting burden for this collection of information is estimated to average 22 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Persons are not required to respond to the collection of information unless it displays a current valid OMB control number. If you have any comments about this estimate or any other aspects of this data collection, including suggestions for reducing this burden, contact: US Department of Labor, OSHA Office of Statistical Analysis, Room N-3644, 200 Constitution Avenue, NW, Washington, DC 20210. Do not send the completed forms to this office.

# ITA Non-Responder Computer Program

- A computer program will now run a search of inspections opened the previous week and compare it to see if the 300A was electronically submitted and will distribute a report to the field on potential non-responders
  - Non-responders who were required to submit the information could be cited if it's within the six-month window for issuing citations



<https://www.osha.gov/memos/2022-04-04/ita-non-responder-enforcement-computer-program>

# Recordkeeping **vs.** Reporting

- ‘Recording’
  - Death
  - Days away from work
  - Restricted work activity
  - Transfer to another job
  - Medical treatment beyond first aid
  - Loss of consciousness
  - Significant injury or illness diagnosed by a PLHCP
- ‘Reporting’
  - Fatalities
    - w/in 8 Hours
  - Hospitalizations, amputations, loss of an eye
    - w/in 24 Hours
  - eReporting for select industries
    - Annually

# What are OSHA's Inspection Priorities?

- #1 Imminent danger
- #2 Severe injuries and illnesses
  - Fatalities, hospitalizations, amputations, eye loss
- #3 Complaints
- #4 Referrals
- #5 Targeted inspections
  - High hazard employers
  - 'Random' aka 'Dodge Report' construction inspections
  - Emphasis programs (by hazard or industry)
- #6 Follow-up Inspections





# Final Rule Employee Representatives

- Updated standard to clarify that the representative(s) authorized by employees may be an employee of the employer or a third party; such third-party employee representative(s)
- May accompany the CSHO when good cause has been shown why accompaniment is reasonably necessary to the conduct of an effective and thorough physical inspection of the workplace

## Final Rule Clarifies Employee Representation During OSHA Inspections

The Department of Labor today published a final rule clarifying the rights of employees to authorize a representative to accompany an OSHA compliance officer during an inspection of their workplace.

The Occupational Safety and Health Act gives both the employer and employees the right to authorize a representative to accompany OSHA officials during a workplace inspection. The final rule clarifies that, consistent with the OSH Act, workers may authorize another employee to serve as their representative or select a non-employee. For a non-employee representative to accompany the inspector into a workplace, they must be reasonably necessary to the conduct of an effective and thorough inspection.

Consistent with OSHA's historic practice, the rule clarifies that a non-employee representative may be reasonably necessary to the conduct of an effective and thorough inspection based upon skills, knowledge, or experience such as knowledge or experience with hazards or conditions in the workplace or similar workplaces, or language or communication skills. These revisions better align OSHA's regulation with the OSH Act and will enable the agency to conduct more thorough inspections. OSHA regulations require no specific qualifications for employer representatives or for employee representatives who are employees of the employer.

"Worker involvement in the inspection process is essential for thorough and effective inspections and making workplaces safer. The OSH Act gives employees and employees equal opportunity for choosing representation during the OSHA inspection process, and this rule returns us to the fair, balanced approach Congress intended." – Assistant Secretary for OSHA  
Doug Parker

### About the Rule

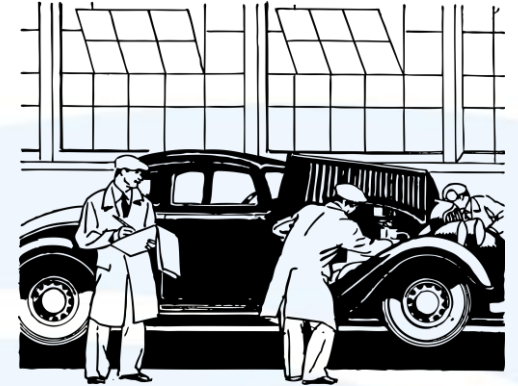
- Final Rule
- Press Release
- Frequently Asked Questions

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



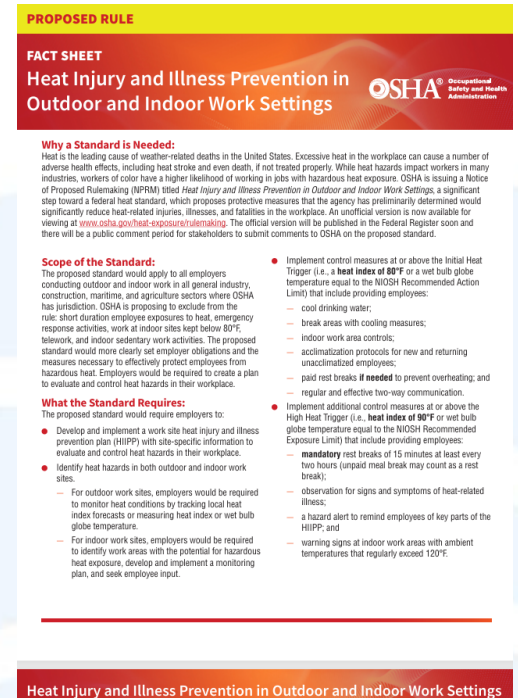
# Final Rule Employee Representatives

- Non-employee authorized representatives are not limited to persons with formal training such as an industrial hygienist or safety engineer. The employee representatives may be reasonably necessary to an inspection based on their relevant knowledge, skills, experience, or language or communication skills
- Rule is effective on May 31, 2024




# Heat Proposed Rule Scope

- All employers conducting outdoor and indoor work in all general industry, construction, maritime, and agriculture sectors where OSHA has jurisdiction
  - Exclude from the rule would be:
  - Short duration employee exposures to heat at or above the initial heat trigger for 15 minutes or less in any 60-minute period, emergency response activities, work at indoor sites kept below 80°F, telework, and indoor sedentary work activities
- Does not appear to have been published in the Federal Register yet



**PROPOSED RULE**

**FACT SHEET**

**Heat Injury and Illness Prevention in Outdoor and Indoor Work Settings** 

**Why a Standard is Needed:**  
Heat is the leading cause of weather-related deaths in the United States. Excessive heat in the workplace can cause a number of adverse health effects, including heat stroke and even death, if not treated properly. While heat hazards impact workers in many industries, workers of color have a higher likelihood of working in jobs with hazardous heat exposure. OSHA is issuing a Notice of Proposed Rulemaking (NPRM) titled *Heat Injury and Illness Prevention in Outdoor and Indoor Work Settings*, a significant step toward a federal heat standard, which proposes protective measures that the agency has preliminarily determined would significantly reduce heat-related injuries, illnesses, and fatalities in the workplace. An unofficial version is now available for viewing at [www.osha.gov/heat-exposure/rulemaking](http://www.osha.gov/heat-exposure/rulemaking). The official version will be published in the Federal Register soon and there will be a public comment period for stakeholders to submit comments to OSHA on the proposed standard.

**Scope of the Standard:**  
The proposed standard would apply to all employers conducting outdoor and indoor work in all general industry, construction, maritime, and agriculture sectors where OSHA has jurisdiction. OSHA is proposing to exclude from the rule: short duration employee exposures to heat, emergency response activities, work at indoor sites kept below 80°F, telework, and indoor sedentary work activities. The proposed standard would more clearly set employer obligations and the measures necessary to effectively protect employees from hazardous heat. Employers would be required to create a plan to evaluate and control heat hazards in their workplace.

**What the Standard Requires:**  
The proposed standard would require employers to:

- Develop and implement a work site heat injury and illness prevention plan (HIIPP) with site-specific information to evaluate and control heat hazards in their workplace.
- Identify heat hazards in both outdoor and indoor work sites.
  - For outdoor work sites, employers would be required to monitor heat conditions by tracking local heat index forecasts or measuring heat index or wet bulb globe temperature.
  - For indoor work sites, employers would be required to identify work areas with the potential for hazardous heat exposure, develop and implement a monitoring plan, and seek employee input.
- Implement control measures at or above the Initial Heat Trigger (i.e., a heat index of 80°F or a wet bulb globe temperature equal to the NIOSH Recommended Action Limit) that include providing employees:
  - cool drinking water;
  - break areas with cooling measures;
  - indoor work area controls;
  - acclimatization protocols for new and returning unacclimatized employees;
  - paid rest breaks if needed to prevent overheating; and
  - regular and effective two-way communication.
- Implement additional control measures at or above the High Heat Trigger (i.e., heat index of 90°F or wet bulb globe temperature equal to the NIOSH Recommended Exposure Limit) that include providing employees:
  - mandatory rest breaks of 15 minutes at least every two hours (unpaid meal break may count as a rest break);
  - observation for signs and symptoms of heat-related illness;
  - a hazard alert to remind employees of key parts of the HIIPP; and
  - warning signs at indoor work areas with ambient temperatures that regularly exceed 120°F.

# Heat Proposed Rule

Provision	All Covered Employers (See Scope)	At or Above Initial Heat Trigger	At or Above High Heat Trigger
Identifying heat hazards	●	●	●
Heat illness and emergency response procedures	●	●	●
Training for employees and supervisors	●	●	●
Heat injury and illness prevention plan (HIIPP)	●	●	●
Recordkeeping	●	●	●
Drinking water		■	■
Break area		■	■
Indoor work area controls		■	■
Acclimatization plan for new or returning workers		■	■
Rest breaks (if needed)		■	■
Effective communication means with employees		■	■
Rest breaks (minimum 15 minutes every 2 hours)			▲
Supervisor or buddy system to observe for signs and symptoms			▲
Hazard alert			▲

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



# Basic Elements of a Safety Program



# Questions?

Houston North Area Office

Mhekeba Hager, Area Director

Jim Shelton, CAS

690 S. Loop 336 W., Suite 400

Conroe, TX 77304

[shelton.james@dol.gov](mailto:shelton.james@dol.gov) (Houston North Email List)



This information has been developed by an OSHA Compliance Assistance Specialist and is intended to assist employers, workers, and others improve workplace health and safety. While we attempt to thoroughly address specific topics [or hazards], it is not possible to include discussion of everything necessary to ensure a healthy and safe working environment in this presentation. This information is a tool for addressing workplace hazards, and is not an exhaustive statement of an employer's legal obligations, which are defined by statute, regulations, and standards. This document does not have the force and effect of law and is not meant to bind the public in any way. This document is intended only to provide clarity to the public regarding existing requirements under the law or agency policies. It does not create (or diminish) legal obligations under the Occupational Safety and Health Act. Finally, OSHA may modify rules and related interpretations in light of new technology, information, or circumstances; to keep apprised of such developments, or to review information on a wide range of occupational safety and health topics, you can visit OSHA's website at

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

