



#### Getting Started with OSHA

The **Occupational Safety and Health Administration (OSHA)** is a regulatory body in the United States ensuring workplace safety and health through standards enforcement and educational programs.

#### What Does OSHA Do?

- OSHA creates and enforces safety standards.
- OSHA offers safety training and outreach.
- OSHA mandates injury and incident reporting.
- OSHA provides safety resources and support.



"Since the OSH Act's enactment, U.S. worker deaths and reported injuries **have decreased by over 60%** in the last 40 years."

#### The OSHA Act Jurisdiction

- General Duty Clause: Mandating hazard-free workplaces.
- Specific Standards: Setting detailed safety and health rules.
- Rights and Responsibilities: Defining employer and employee safety obligations.
- Inspections and Penalties: Enforcing compliance through inspections and penalties for violations.

#### Key OSHA Regulations and Standards

OSHA safety standards are rules for employers to protect workers from hazards, based on research and best practices, and categorized into four major areas.



#### **General Industry Standards:**

Address broad safety measures in various private sectors.



#### **Construction Standards:**

Focus on fall protection and equipment safety in construction.



#### **Maritime Standards:**

Regulate safety in shipyard and marine operations.



#### **Agriculture Standards:**

Cover safety practices in farming activities.

#### **Employee Role Under OSHA**

- ✓ Follow safety rules.
- ✓ Report safety risks.
- Attend and apply safety training.



#### **Employer Role Under OSHA**

- Apply relevant OSHA standards.
- Conduct safety training.
- ✓ Maintain safety records.
- ✓ Cooperate with OSHA inspections.

#### **OSHA Inspections Simplified**

OSHA inspections, conducted by trained officers without prior notice, ensure workplace safety and can be triggered by schedules, employee complaints, or reported dangers.



#### **Preparing for Inspection**

- ☐ Know OSHA standards for your industry.
- Implement safety practices.Record safety incidents and trainings.
- □ Regularly train staff on safety.



#### **Inspection Process**

- Opening Conference:Overview of the inspection.
- ☐ Walkaround: Verify OSHA standard compliance.
- ☐ Employee Interviews: Private conversations.
- ☐ Closing Conference: Review inspection outcomes.

#### **Post-Inspection**

- Publicly post citations in highly visible areas.
- Quickly address any violations promptly.
- ☐ Keep detailed records of corrective measures.
- Formally dispute unjust citations if necessary.

Staying proactive and informed ensures workplace safety during OSHA inspections.



#### Dealing with Workplace Hazards

Hazard recognition begins with identifying the five main types of workplace hazards.



Physical Hazards: Risk of injury from machinery, environment.



Chemical Hazards: Exposure to toxic or flammable substances.



Biological Hazards: Harmful bacteria, viruses causing illness.



Ergonomic Hazards: Repetitive, straining activities affecting body.



Psychosocial Hazards: Stress, bullying in work environment.

#### Mitigate Workplace Hazards with OSHA

- Create and regularly update a comprehensive hazard control plan.
- Implement OSHA's control hierarchy from elimination to PPE use.
- Regularly review and revise safety measures for workplace compliance.

#### OSHA Recordkeeping and Reporting

OSHA requires employers to keep certain safety records:

- 1. A record of work-related injuries and illnesses.
- 2. Detailed reports for each entry in the OSHA 300
- 3. Annual summary of job-related injuries and illnesses.

#### What incidents must be reported to OSHA?

- Fatalities: Within 8 hours if death occurs within 30 days of the incident.
- In-patient Hospitalizations: Within 24 hours, if within 30 days of the incident.
- Amputations, Eye Loss: Report within 24 hours, if within 30 days of the incident.



#### What information is needed for an incident report?

- Company name
  - Incident location
- Incident time
- Number of fatalities/injuries
- Contact person for OSHA
- Brief incident description.

#### **Employee Rights Under OSHA**

#### The Right to a Safe and Healthful Workplace:

Employers must provide safety gear and address hazards.



#### The Right to Information:

Workers have rights to OSHA standards and safety data.

#### The Right to Training:

Job-specific hazard training and emergency procedures. The Right to Confidentiality: Privacy in reporting safety concerns to OSHA.

The Right to Report Unsafe Conditions: Freedom to report safety issues without fear of retaliation.

#### The Right to Participation and Representation:

Right to join OSHA inspections with representation.

#### The Right to Protection from Retaliation:

Safeguard against employer backlash for using OSHA rights.

#### **OSHA Training and Education**

OSHA training is vital for workplace safety and compliance, fostering a safety-conscious culture that reduces hazards.

#### **What Does OSHA Training Cover?**

- Understanding industry-specific OSHA standards.
- Identifying workplace hazards.
- Learning prevention techniques and emergency response.
- Guidelines on reporting injuries and illnesses.
- Education on worker rights and employer responsibilities.

#### **How Do You Get OSHA Training?**

- Flexible online courses for self-paced learning.
- Interactive on-site sessions by OSHA-authorized trainers.
- Comprehensive outreach programs for basic and advanced safety training.







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