



OSHA Regulations

Quick Reference Card

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.

01

General Industry Standards:

Address broad safety measures in various private sectors.

02

Construction Standards:

Focus on fall protection and equipment safety in construction.

03

Maritime Standards:

Regulate safety in shipyard and marine operations.

04

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 Log.
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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