

ALL ABOUT OSHA



OCCUPATIONAL SAFETY & HEALTH ADMINISTRATION

OSHA 10 Hour for the Construction Industry
Des Moines Area Community College



THE OSH ACT



- “...TO ASSURE SO FAR AS POSSIBLE EVERY WORKING MAN AND WOMAN IN THE NATION SAFE AND HEALTHFUL WORKING CONDITIONS AND TO PRESERVE OUR HUMAN RESOURCES.”

HISTORY



- THE OCCUPATIONAL SAFETY AND HEALTH ACT OF 1970 CREATED
 - OSHA
- THE PURPOSE OF OSHA IS
 - TO HELP EMPLOYERS & EMPLOYEES
 - REDUCE INJURIES, ILLNESS AND DEATH ON THE JOB IN AMERICA

STATISTICS



- **SINCE 1970 :**
 - **WORKPLACE FATALITIES HAVE DROPPED 62%**
 - **OCCUPATIONAL INJURY AND ILLNESS RATES HAVE DECLINED BY 40%**
 - **VIRTUALLY ELIMINATED BROWN LUNG DISEASE IN THE TEXTILE INDUSTRY**
 - **TRENCHING & EXCAVATION FATALITIES DOWN 35%**

EACH YEAR



- ALMOST 6,000 AMERICAN DIE FROM WORKPLACE INJURIES
- NEARLY 50,000 WORKERS DIE FROM ILLNESS WHERE THE CONTRIBUTING FACTOR WAS THE WORKPLACE
- 6 MILLION WORKERS SUFFER NON-FATAL WORKPLACE INJURIES
- WORKPLACE INJURIES & ILLNESS COSTS TOTAL \$170 BILLION PLUS

THREE STRATEGIES OF OSHA



- **STRONG, FAIR, AND EFFECTIVE ENFORCEMENT**
- **OUTREACH, EDUCATION AND COMPLIANCE ASSISTANCE**
- **PARTNERSHIPS AND OTHER COOPERATIVE PROGRAMS**

HOW DOES OSHA GET THINGS DONE?



- ENCOURAGES EMPLOYERS AND EMPLOYEES TO REDUCE WORKPLACE INJURIES AND ILLNESS
- DEVELOPS MANDATORY SAFETY AND HEALTH STANDARDS AND ENFORCES THEM BY WAY OF INSPECTIONS, CITATIONS, PENALTIES ETC.
- PROMOTES SAFETY THROUGH PARTNERSHIPS & ALLIANCES

CONTD



- ESTABLISHES RIGHTS AND RESPONSIBILITIES FOR THE EMPLOYER
- ESTABLISHES RIGHTS AND RESPONSIBILITIES FOR THE EMPLOYEE
- SUPPORTS THE DEVELOPMENT OF INNOVATIVE WAYS OF DEALING WITH WORKPLACE HAZARDS

CONTD -2



- MONITORS JOB-RELATED INJURIES AND ILLNESS
- ESTABLISHES TRAINING PROGRAMS
- PROVIDES TECHNICAL AND COMPLIANCE ASSISTANCE TO THE EMPLOYER
- WORKS WITH STATES THAT OPERATE THEIR OWN SAFETY & HEALTH PROGRAMS

CONTD-3



- **SUPPORTS THE CONSULTATION SERVICE.**

WHO IS COVERED BY OSHA



- THE OSH ACT COVERS ALL PRIVATE-SECTOR EMPLOYERS IN ALL 50 STATES AND THEIR EMPLOYEES INCLUDING THE DISTRICT OF COLUMBIA, PUERTO RICO, THE VIRGIN ISLANDS, AMERICAN SAMOA, JOHNSTON ISLAND AND THE CANAL ZONE.

WHAT FIELDS ARE COVERED



- MANUFACTURING
- CONSTRUCTION
- LONGSHORING
- SHIPBUILDING
- AGRICULTURE
- LAW
- MEDICINE
- ETC

WHO IS NOT COVERED



- THE SELF EMPLOYED
- IMMEDIATE MEMBERS OF FARMING FAMILIES
- EMPLOYEES REGULATED BY OTHER FEDERAL AGENCIES UNDER OTHER FEDERAL STATUTES
- PUBLIC EMPLOYEES IN STATE AND LOCAL GOVERNMENTS

EMPLOYER RESPONSIBILITIES



- **EMPLOYERS MUST:**
 - PROVIDE A WORKPLACE FREE FROM RECOGNIZED HAZARDS
 - KEEP WORKERS INFORMED ABOUT OSHA, SAFETY, AND HEALTH MATTERS
 - COMPLY WITH STANDARDS, RULES AND REGULATIONS
 - MAKE COPIES OF STANDARDS AVAILABLE UPON REQUEST

RESPONSIBILITIES - 2



- EVALUATE WORKPLACE CONDITIONS
- MINIMIZE OR ELIMINATE POTENTIAL HAZARDS
- PROVIDE EMPLOYEES SAFE, PROPERLY MAINTAINED TOOLS & EQUIPMENT
- PROVIDE EMPLOYEES WITH APPROPRIATE PERSONAL PROTECTIVE EQUIPMENT AND HOW TO USE IT
- WARN EMPLOYEES OF POTENTIAL HAZARDS

RESPONSIBILITIES - 3



- ESTABLISH AND/OR UPDATE OPERATING PROCEDURES
- PROVIDE MEDICAL EXAMS WHEN REQUIRED
- PROVIDE TRAINING REQUIRED BY OSHA STANDARD
- REPORT WITHIN EIGHT(8) HOURS ANY ACCIDENT THAT RESULTS IN A FATALITY OR 3 EMPLOYEES TO HOSPITAL

RESPONSIBILITIES - 4



- KEEP RECORDS OF WORK-RELATED INJURIES/ILLNESS
- POST A COPY OF THE OSHA 300A LOG FROM FEBRUARY 1 THRU APRIL 30 EACH YEAR
- POST THE OSHA “IT’S THE LAW” POSTER
- PROVIDE EMPLOYEES ACCESS TO THE OSHA 300

RESPONSIBILITIES - 5



- PROVIDE ACCESS TO EMPLOYEE MEDICAL RECORDS
- COOPERATE WITH OSHA COMPLIANCE OFFICERS
- DO NOT DISCRIMINATE AGAINST EMPLOYEES WHO EXERCISE THEIR RIGHTS UNDER THE OSH ACT
- POST OSHA CITATIONS AND ABATEMENT VERIFICATION NOTICES
- ABATE VIOLATIONS IN THE ALOTTED TIME

EMPLOYER RIGHTS



- **SEEK FREE ADVICE & ON-SITE CONSULTATIONS**
- **BE INVOLVED IN JOB SAFETY**
- **REQUEST & RECEIVE PROPER IDENTIFICATION FROM COMPLIANCE OFFICER**
- **BE ADVISED BY THE COMPLIANCE OFFICER OF THE REASON FOR INSPECTION**

EMPLOYER RIGHTS - 2



- HAVE AN OPENING AND CLOSING CONFERENCE WITH THE COMPLIANCE OFFICER
- ACCOMPANY THE COMPLIANCE OFFICER ON THE INSPECTION
- FILE A NOTICE OF CONTEST TO DISPUTE INSPECTION RESULTS

EMPLOYER RIGHTS - 3



- REQUEST AN INFORMAL SETTLEMENT AGREEMENT PROCESS AFTER AN INSPECTION
- APPLY FOR A VARIANCE FROM A STANDARD'S REQUIREMENTS WHEN EXPERTISE AND MATERIALS ARE NOT AVAILABLE

EMPLOYER RIGHTS - 4



- TAKE AN ACTIVE ROLE IN DEVELOPING SAFETY AND HEALTH PROGRAMS
- BE ASSURED OF CONFIDENTIALITY FOR TRADE SECRETS
- SUBMIT A WRITTEN REQUEST TO NIOSH REGARDING SUBSTANCES IN YOUR WORKPLACE AND THE POSSIBLE TOXIC EFFECTS

EMPLOYER RIGHTS - 5



- **SUBMIT INFORMATION OR COMMENTS TO OSHA ON THE ISSUANCE, MODIFICATION, OR REVOCATION OF OSHA STANDARDS AND REQUEST A PUBLIC HEARING**

EMPLOYEE RESPONSIBILITIES



- READ THE “IT’S THE LAW” POSTER
- COMPLY WITH THE OSHA STANDARDS
- FOLLOW YOUR EMPLOYERS’ SAFETY RULES
- WEAR YOUR PERSONAL PROTECTIVE EQUIPMENT
- REPORT HAZARDOUS CONDITIONS TO YOUR SUPERVISOR

EMPLOYEE RESPONSIBILITIES - 2



- REPORT ANY JOB RELATED INJURY OR ILLNESS TO THE EMPLOYER AND SEEK MEDICAL TREATMENT IMMEDIATELY
- COOPERATE WITH THE OSHA COMPLIANCE OFFICER CONDUCTING AN INSPECTION

EMPLOYEE RESPONSIBILITIES - 3



- **EXERCISE YOUR RIGHTS UNDER THE OSH ACT IN A RESPONSIBLE MANNER**

Safety Training Instruction & Research Center

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