



# Emphasis on PROGRAMS

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Iowa OSHA update

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# You're here for the OSHA update:

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Fatalities



Trends



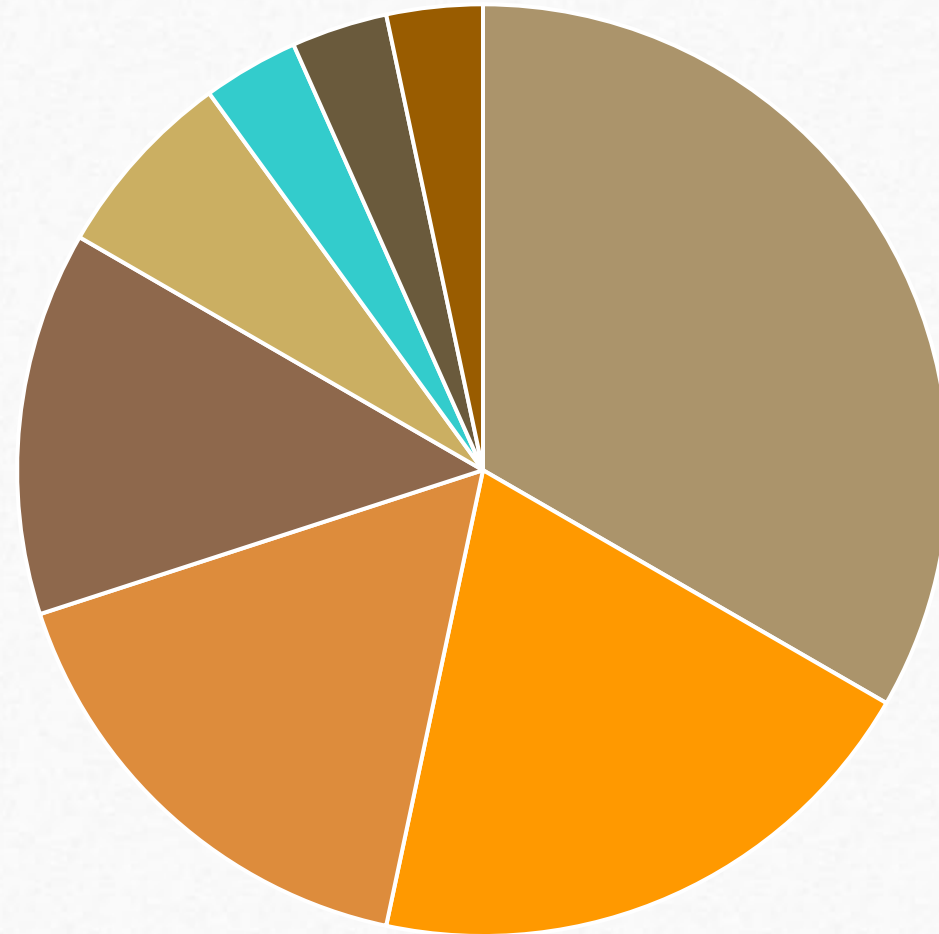
Top Violations



FOCUS



# FY23 OSHA investigated 30 Fatalities



■ Falls ■ Struck by ■ Crushed ■ Electrical ■ caught-in ■ Burn/explosion ■ heart ■ pneumonia

# Top 10 Most Cited Standards

FY 2022

<https://www.osha.gov/top10citedstandards>



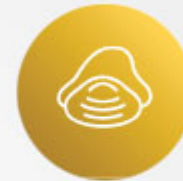
**1** **Fall Protection:  
General Requirements**  
1926.501  
5,915 violations



**2** **Hazard Communication**  
1910.1200  
2,639 violations



**3** **Ladders**  
1926.1053  
2,449 violations



**4** **Respiratory Protection**  
1910.134  
2,412 violations



**5** **Scaffolding**  
1926.451  
2,251 violations



**6** **Control of Hazardous  
Energy (Lockout/Tagout)**  
1910.147  
2,139 violations



**7** **Powered  
Industrial Trucks**  
1910.178  
1,896 violations



**8** **Fall Protection:  
Training Requirements**  
1926.503  
1,762 violations



**9** **Personal Protective and  
Lifesaving Equipment:  
Eye and Face Protection**  
1926.102  
1,572 violations



**10** **Machine  
Guarding**  
1910.212  
1,469 violations

**DAM  
SAFETY  
EQUIPMENT**

WALK

# OSHA's Focus

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- Suicide prevention in construction industry (mental health/work stress)
- Heat (NEP and creating a new standard)
- Warehousing (NEP start enforcement 10.13.23)
- Silica (engineered stone – countertops, etc.)
- PPE/fit, Recordkeeping (1 Jan 2024), workplace violence, and migrant/temp labor camps
- Outreach to underserved communities

- REGION VII FOCUS

- Grain
- Meat packing (vulnerable workers) and feed lots
- Heat
- Youth
- Silica

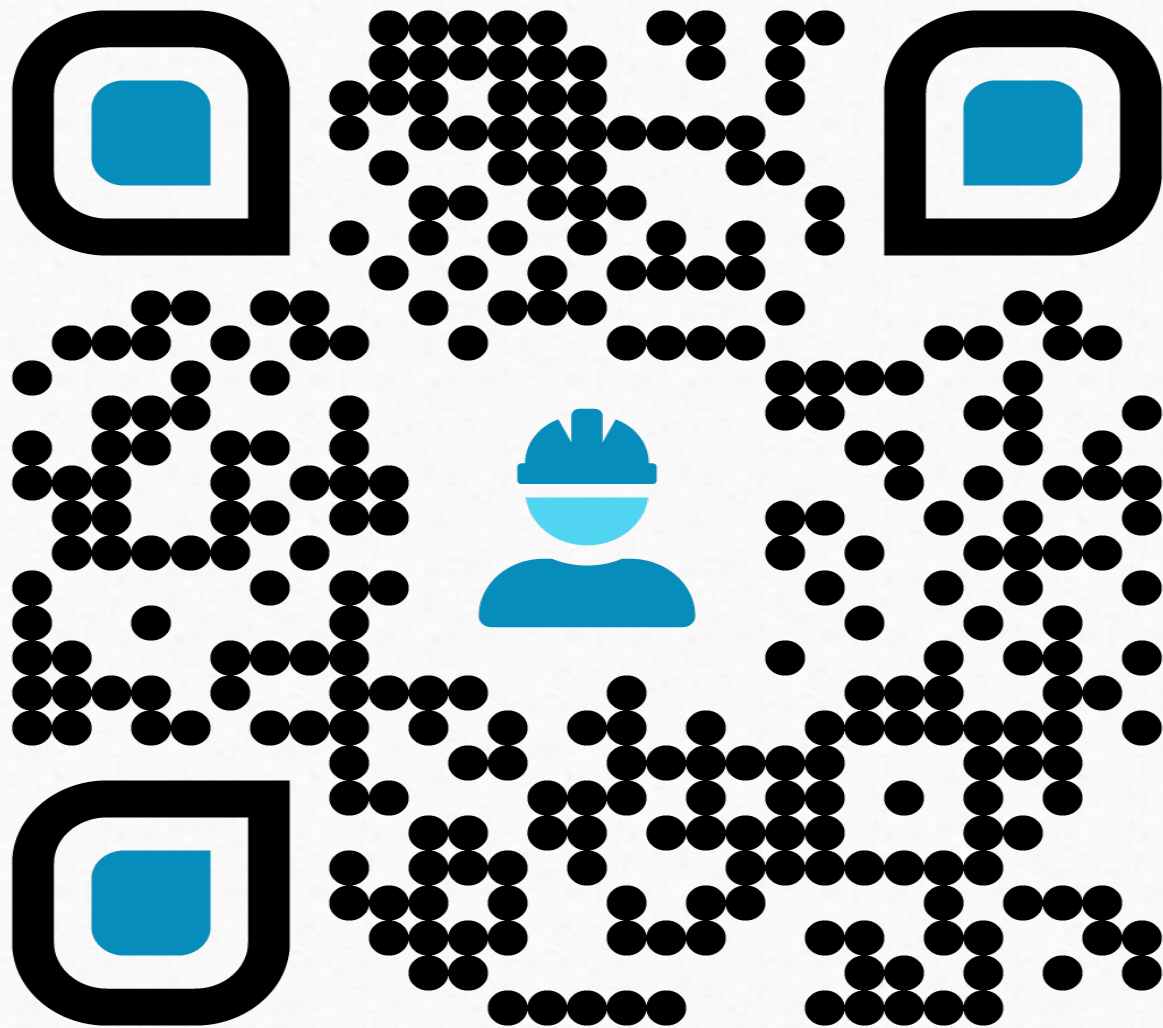
<https://www.osha.gov/enforcement/directives/lep>

# National Emphasis Programs

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- Combustible Dust
- Coronavirus
- Fall Prevention/Protection
- Hazardous Machinery
- Heat
- Hexavalent Chromium
- Lead
- Primary Metal Industries
- Process Safety Management (PSM)
- Shipbreaking
- Silica, Crystalline
- Trenching and Excavation
- Warehousing and Distribution Center Operations

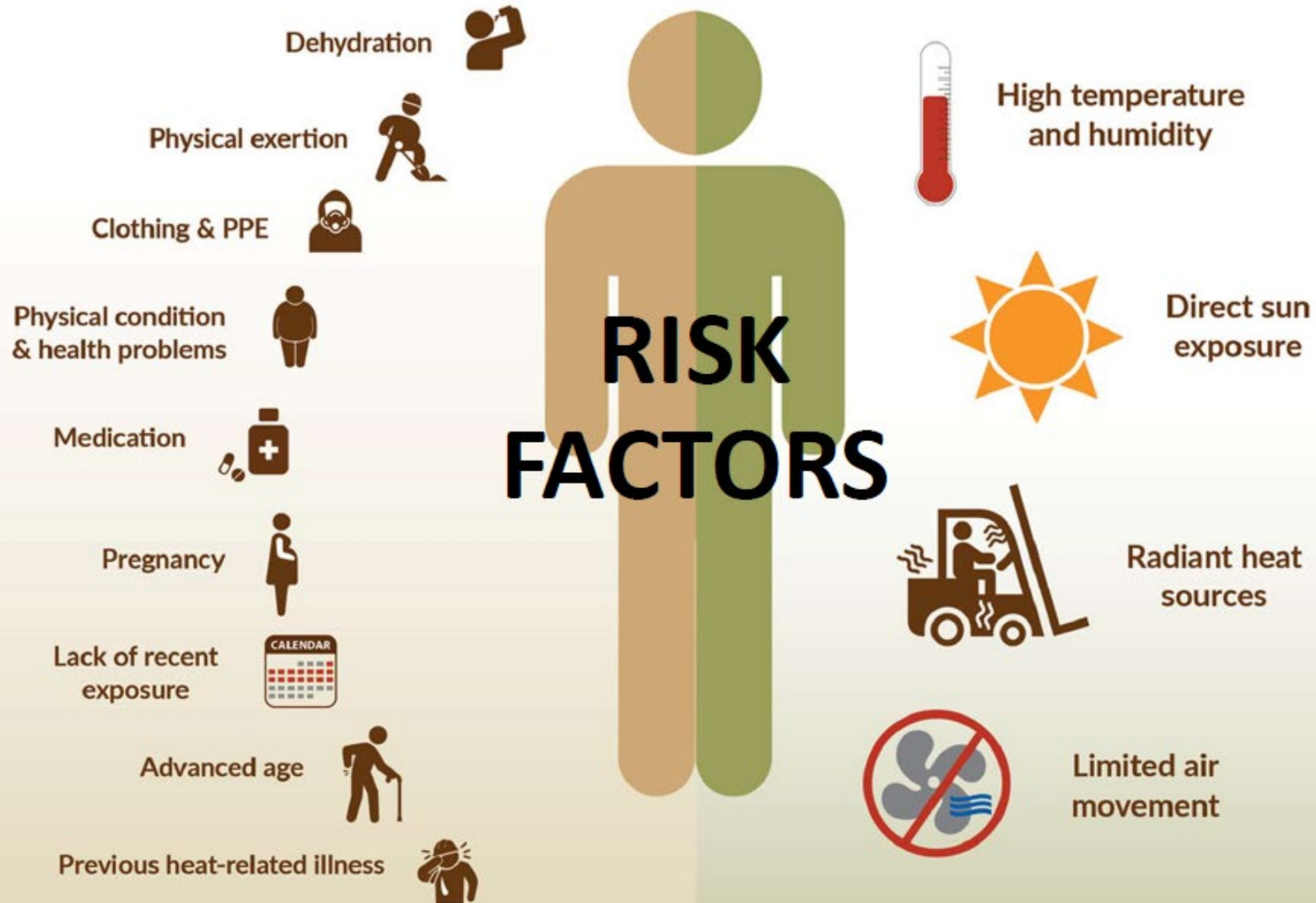
<https://www.osha.gov/enforcement/directives/nep>





## Individual

## Environmental





# OSHA-NIOSH Heat Safety Tool App

- Real-time heat index and hourly forecasts at your outdoor location
- Precautions based on heat index level
- Symptoms & First Aid
- Risk factors
- Training recommendations

**App Store Search: niosh heat**

# Suicide Prevention Resources



## Suicide Prevention 5 Things You Should Know

Suicide is a leading cause of death among working-age adults in the United States. It deeply impacts workers, families, and communities. Fortunately, like other workplace fatalities, suicides can be prevented. Below are 5 things to know about preventing suicide.

**1**  
BE AWARE

### Everyone can help prevent suicide.

Mental health and suicide can be difficult to talk about—especially with work colleagues—but your actions can make a difference. When you work closely with others, you may sense when something is wrong.



**2**  
PAY ATTENTION

### Know the warning signs of suicide.

There is no single cause for suicide but there are warning signs. Changes in behavior, mood, or even what they say may signal someone is at risk. Take these signs seriously. It could save a life.



**3**  
REACH OUT

### Ask "Are you okay?"

If you are concerned about a coworker, talk with them privately, and listen without judgment. Encourage them to reach out to your Employee Assistance Program (EAP), the human resources (HR) department, or a mental health professional.



**4**  
TAKE ACTION

### If someone is in crisis, stay with them and get help.

If you believe a coworker is at immediate risk of suicide, stay with them until you can get further help. Contact emergency services or the 988 Suicide and Crisis Lifeline.



**5**  
LEARN MORE

### Suicide prevention resources are available.

- Call or text the Suicide and Crisis Lifeline at 988.
- Visit the American Foundation for Suicide Prevention ([www.afsp.org](http://www.afsp.org)) to learn more about suicide risk factors, warning signs, and what you can do to help prevent suicide.



## 988 Suicide & Crisis Lifeline



CHAT WITH LIFELINE

# OSHA Resources

## Support One Another How to Talk to Your Coworkers About Mental Health



Are you feeling the effects of workplace stress or worried about your coworkers? Are you looking for ways to support one another? Here are some tips:

### 1. Be respectful.

Check on your coworkers. A simple "How's it going?" could start a meaningful conversation. If someone does not want to talk, be respectful and say that you are available to listen at another time. Other questions you can ask to get the conversation going:

- How are you feeling?
- Are you keeping in touch with your support system (e.g., family and friends)?
- How can I help?

### 2. Listen compassionately.

If someone wants to talk, give them your undivided attention. Put away devices, make eye contact, and have an open body position (look at them and do not cross your arms or legs). Then listen without judgement.

### 3. Determine if more assistance is needed.

A coworker might just need to talk about what is bothering them. However, if someone mentions or shows any of the following signs or symptoms, they might need additional support:

- Eating or sleeping too much or too little
- Excessive smoking, drinking, or using drugs, including prescription medications
- Pulling away from people
- Worrying a lot of the time
- Having low or no energy
- Feeling guilty but not sure why
- Having unexplained aches and pains, such as constant stomachaches or headaches
- Thinking of self-harm or suicide
- Feeling helpless or hopeless

It may not be appropriate for you to offer advice, but do share resources or information about how to get help (e.g., refer to your human resources department or an employee assistance program).

### 4. Check back later.

It can be hard to strike a balance between checking in and giving space. If your concern comes from a sincere place, your coworkers will likely appreciate that you care enough to check in, listen, and provide reassurance when they need it.

Has workplace stress increased?  
How can we help one another? Here's some advice on ways to:

## Help Others

Senior managers can:	Coworkers/ supervisors can:
<b>Educate staff</b> Build awareness, knowledge, and acceptance about stress and mental health issues.	<b>Educate themselves</b> Learn about the signs and symptoms of stress and mental health issues.
<b>Provide support and assistance</b> Offer workplace support programs, an employee assistance program, or other referral services.	<b>Treat everyone with respect</b> Be positive and respectful to everyone you work with; you never know who is struggling with stress or mental health issues.
<b>Develop skilled leaders</b> Provide supervisors with training to understand and talk about stress or mental health issues with workers.	<b>Support each other</b> Ask your coworkers how they are doing and let them know you are available to talk.
<b>Promote a judgement-free workplace</b> Make it clear that workers can ask for help without fear of negative consequences.	<b>Listen without judgement</b> Listen with undivided attention and acknowledge your coworkers' feelings. Offer help or resources if available and warranted.

## Help Yourself

If you are facing a mental health challenge:
<b>Don't allow self-doubt or shame</b> Know that you are not alone.
<b>Understand your triggers</b> Triggers are events or circumstances that cause mental health symptoms, such as excessive fear or worry.
<b>Get help or treatment</b> If you are suffering, reach out to your human resources department or a hotline for help, such as the <a href="#">Disaster Distress Helpline</a> or the <a href="#">988 Suicide &amp; Crisis Lifeline</a> .
<b>Be a champion</b> Use your experience to help others.



## OSHA National News Release

U.S. Department of Labor

August 23, 2023

### Department of Labor announces corporate-wide settlement agreement with Dollar Tree, Family Dollar to address hazards at thousands of US stores

*Agreement will enhance retailer's safety compliance, increase ability to manage safety, health hazards*

**WASHINGTON** – The U.S. Department of Labor announced today that its Occupational Safety and Health Administration has entered into a [corporate-wide settlement agreement](#) with the operators of one of the nation's largest discount retail chains to improve workplace safety significantly in stores nationwide. A key pillar of President Biden's plan — Bidenomics — is empowering to grow the middle class.

The settlement agreement requires Dollar Tree and Family Dollar to conduct a comprehensive, nationwide assessment of the root causes of the violations OSHA has repeatedly cited at multiple stores, with a plan to identify causes and make operational changes to correct them within a two-year period. In the meantime, to ensure prompt abatement of any future violations related to blocked exits, access to fire extinguishers and electrical panels, and improper material storage at stores nationwide, the companies must correct hazards — within 48 hours of OSHA notifying them — and later submit proof the hazards were corrected. Failure to do so subjects the companies to monetary assessments of \$100,000 per day of violation, up to \$500,000, as well as OSHA inspection and enforcement actions.

“By securing this agreement with Dollar Tree and Family Dollar, the department is making good on President Biden's commitment to be the most pro-worker administration in history,” said Acting Secretary of Labor Julie Su. “At the Department of Labor, we know that every worker deserves to come home safe at the end of the workday. Through our robust enforcement of workplace protections and use of innovative legal methods that resulted in this agreement, thousands of workers will have a healthier, safer and more certain future.”



# OSHA National News Release

U.S. Department of Labor

August 29, 2023

## Department of Labor announces proposed changes to clarify regulations on authorized employee representation during workplace inspections

*Seeks public, stakeholder comments on proposed changes*

**WASHINGTON** – The U.S. Department of Labor today announced a notice of proposed rulemaking to revise regulations regarding [who can be authorized by employees to act as their representative](#) to accompany the department's Occupational Safety and Health Administration compliance officers during physical workplace inspections.

Specifically, the proposed rule clarifies that employees may authorize an employee, or they may authorize a non-employee third party if the compliance officer determines the third party is reasonably necessary to conduct an effective and thorough inspection.

The proposed changes also clarify that third-party representatives are not limited to industrial hygienists or safety engineers, two examples included in the existing regulation. Third-party representatives may be reasonably necessary because they have skills, knowledge or experience that may help inform the compliance officer's inspection. This information may include experience with particular hazards, workplace conditions or language skills that can improve communications between OSHA representatives and workers.

"Congress considered worker participation a key element of workplace safety and health inspections when it passed the Occupational Safety and Health Act," explained Assistant Secretary for Occupational Safety and Health Doug Parker. "This proposal aims to make inspections more effective and ultimately make workplaces safer by increasing opportunities for employees to be represented in the inspection process."



## OSHA National News Release

U.S. Department of Labor

July 17, 2023

# Department of Labor announces rule expanding submission requirements for injury, illness data provided by employers in high-hazard industries

*Final rule takes effect Jan. 1, 2024, for certain employers*

**WASHINGTON** – The U.S. Department of Labor today announced a final rule that will require certain employers in designated high-hazard industries to electronically submit injury and illness information – that they are already required to keep – to the department's Occupational Safety and Health Administration.

The [final rule takes effect on Jan. 1, 2024](#), and now includes the following submission requirements:

- Establishments with 100 or more employees in certain high-hazard industries must electronically submit information from their Form 300-Log of Work-Related Injuries and Illnesses, and Form 301-Injury and Illness Incident Report to OSHA once a year. These submissions are in addition to submission of Form 300A-Summary of Work-Related Injuries and Illnesses.
- To improve data quality, establishments are required to include their legal company name when making electronic submissions to OSHA from their injury and illness records.

OSHA will publish some of the data collected on its website to allow employers, employees, potential employees, employee representatives, current and potential customers, researchers and the general public to use information about a company's workplace safety and health record to make informed decisions. OSHA believes that providing public access to the data will ultimately reduce occupational injuries and illnesses.

## News Release

# DEPARTMENT OF LABOR ANNOUNCES PROPOSED RULE TO CLARIFY PERSONAL PROTECTIVE EQUIPMENT STANDARD, ENSURE SAFETY OF CONSTRUCTION INDUSTRY WORKERS

*Action seeks to align construction, general industry, maritime standards*

**WASHINGTON** – The U.S. Department of Labor today announced a [notice of proposed rulemaking to clarify the personal protective equipment standard](#) for the construction industry.

The current standard does not state clearly that PPE must fit each affected employee properly, which the Occupational Safety and Health Administration's general industry and maritime standards do. The proposed change would clarify that PPE must fit each employee properly to protect them from occupational hazards.

The failure of standard-sized PPE to protect physically smaller construction workers properly, as well as problems with access to properly fitting PPE, have long been safety and health concerns in the construction industry, especially for some women. The proposed rule clarifies [the existing requirement](#), and OSHA does not expect the change will increase employers' costs or compliance burdens. The proposed revision would align the language in OSHA's PPE standard for construction with standards for general industry and maritime.

"If personal protective equipment does not fit properly, an employee may be unprotected or dangerously exposed to hazards and face tragic consequences," explained Assistant Secretary for Occupational Safety and Health Doug Parker. "We look forward to hearing from stakeholders on this important issue as we work together to ensure that construction workers of all genders and sizes are fitted properly with safety gear."

Have you ever encountered ill-fitting PPE?

Tell us about it below! 📌

Women workers shouldn't compromise their safety with improperly fitting PPE.

Always test PPE for a proper fit and report any that is ill-fitting or damaged.

Learn more 📌 [osha.gov/women-in-const...](https://osha.gov/women-in-const...)



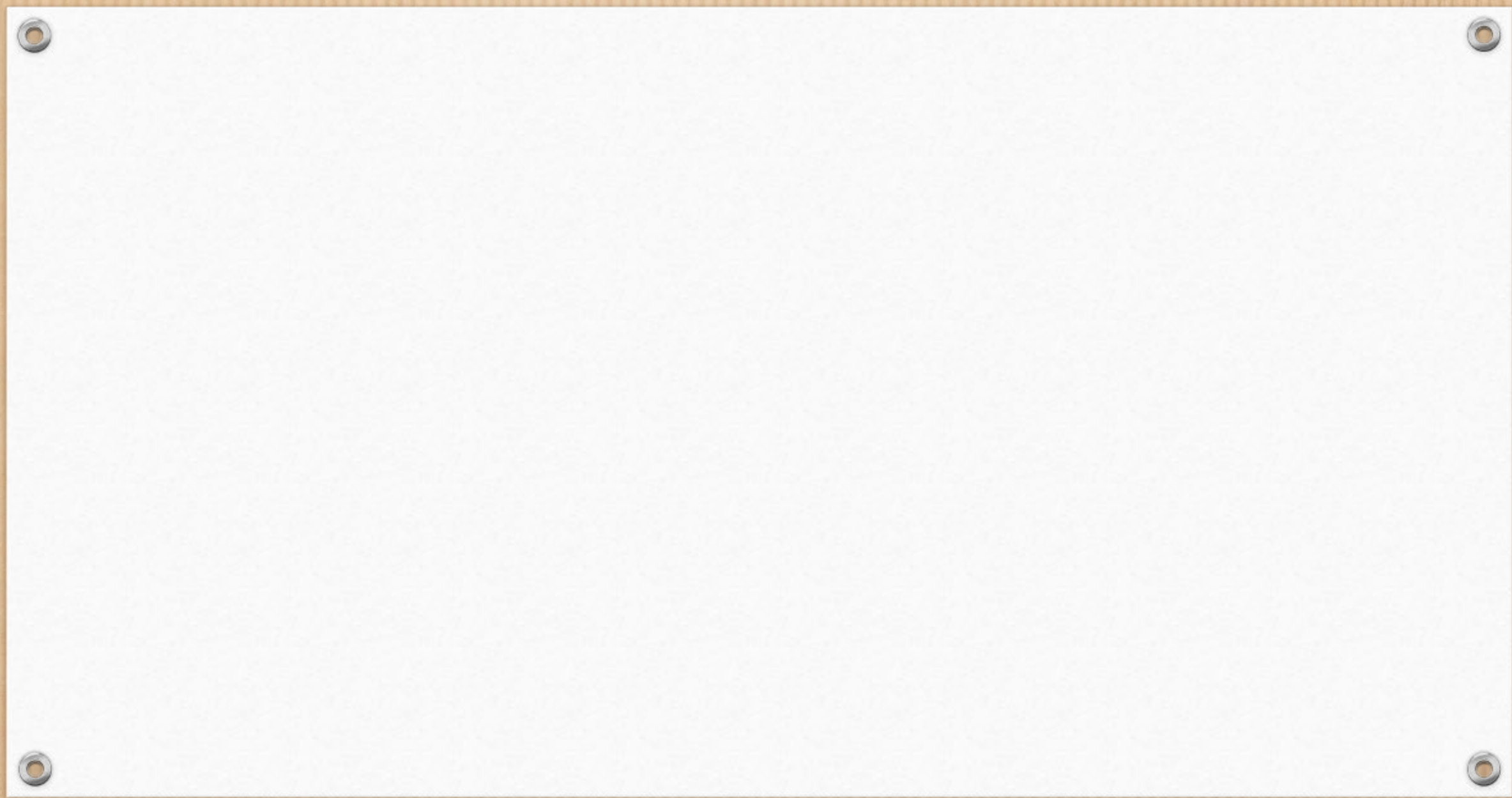
**ONE SIZE DOES NOT FIT ALL**

Make sure personal protective equipment fits female workers correctly.

[OSHA.gov/women-in-construction](https://osha.gov/women-in-construction)

The graphic features a central purple box with white text and icons. The icons include a hard hat, safety glasses, gloves, a respirator, a safety vest, and a pair of safety shoes. Surrounding the central box are four smaller images: a woman in a yellow hard hat and safety glasses, a woman in a yellow hard hat and safety vest working with a tool, a woman in a yellow hard hat and safety vest talking on a radio, and a woman in a yellow hard hat and safety vest adjusting her gear.





# Iowa OSHA On-Site Consultation and Education Program

Conducts safety & health facility visits throughout the state of Iowa to help employers identify hazards and assist them with site-specific safety and health programs.

- All Services are
  - Confidential
  - Free - at no cost to you!
- Services offered include
  - Onsite health and safety audits - scope of visit determined by employer
  - Workplace air and noise monitoring
  - Health & safety program review and assistance
  - Assessments of health and safety management practices
  - Health and safety training & education
  - Technical guidance and information
- Employers will be obligated to correct serious hazards identified.



# Resources

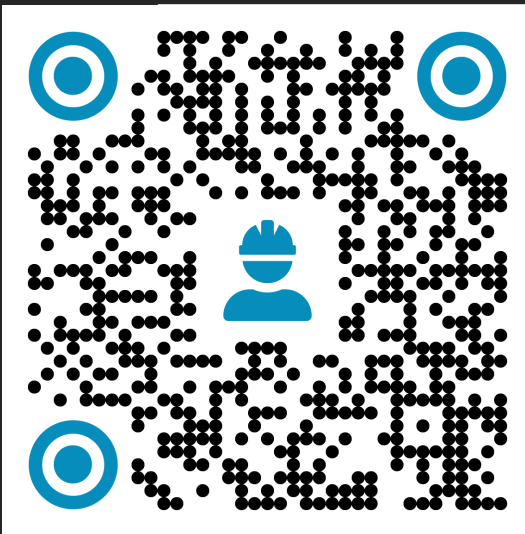
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- [www.Osha.gov](http://www.Osha.gov)
- [www.Cdc.gov/niosh](http://www.Cdc.gov/niosh)
- [www.lowaosha.gov](http://www.lowaosha.gov)
- [www.Bls.gov](http://www.Bls.gov)



# CONTACT US

## Let US Help



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