



# **OSHA's UPDATE on the HAZARD COMMUNICATION STANDARD (HCS) and GLOBALLY HARMONIZED SYSTEM for CLASSIFICATION and LABELLING of CHEMICALS (GHS)**










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# OVERVIEW

- Update on OSHA's HCS
- GHS updates

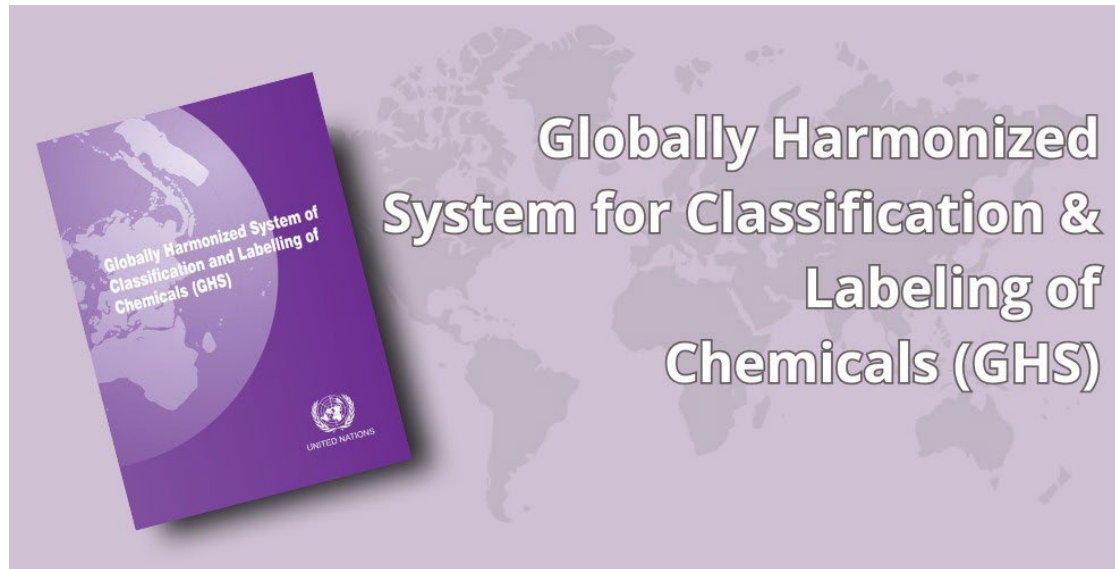
## HCS pictograms

Flame	Flame over circle	Exploding bomb
		
Corrosion	Gas cylinder	Skull and crossbones
		
Exclamation mark	Environment	Health hazard
		

# UPDATE TO OSHA'S HAZARD COMMUNICATION STANDARD (HCS)

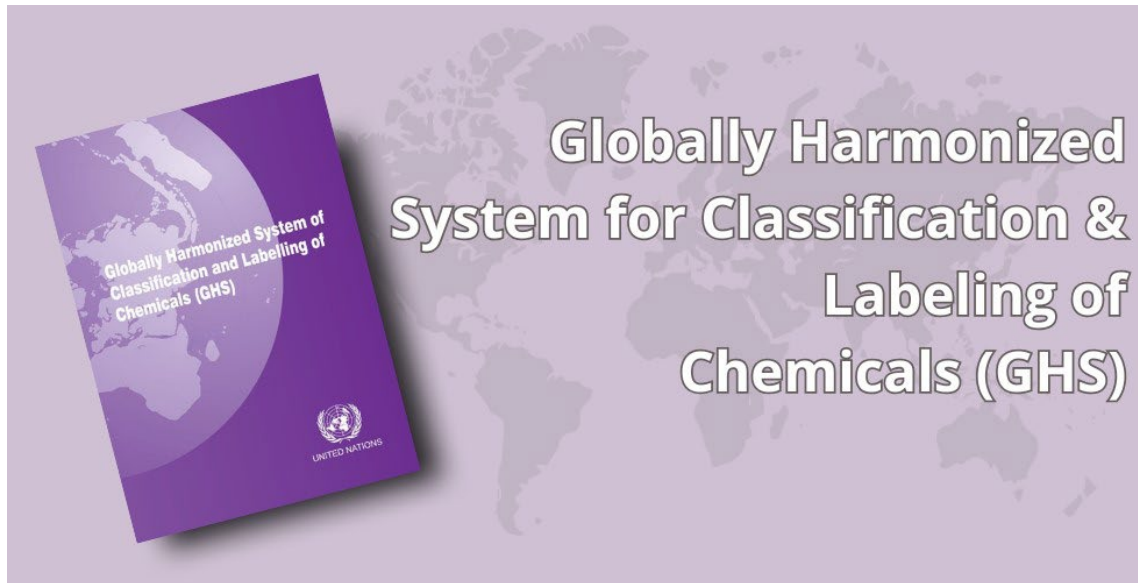
- OSHA updated the HCS in May 2024
  - Aligns primarily with GHS Rev 7, some parts of Rev. 8
  - Aligns with trading partners – EU, Canada, Australia, New Zealand
  - Aligns with other Federal agencies
  - Codifies some LOIs and some items from compliance directive
  - First compliance date is January 2026
- OSHA issued a correction notice in October 2024
  - Corrected several minor errors in regulatory text and appendices

# GHS UPDATES



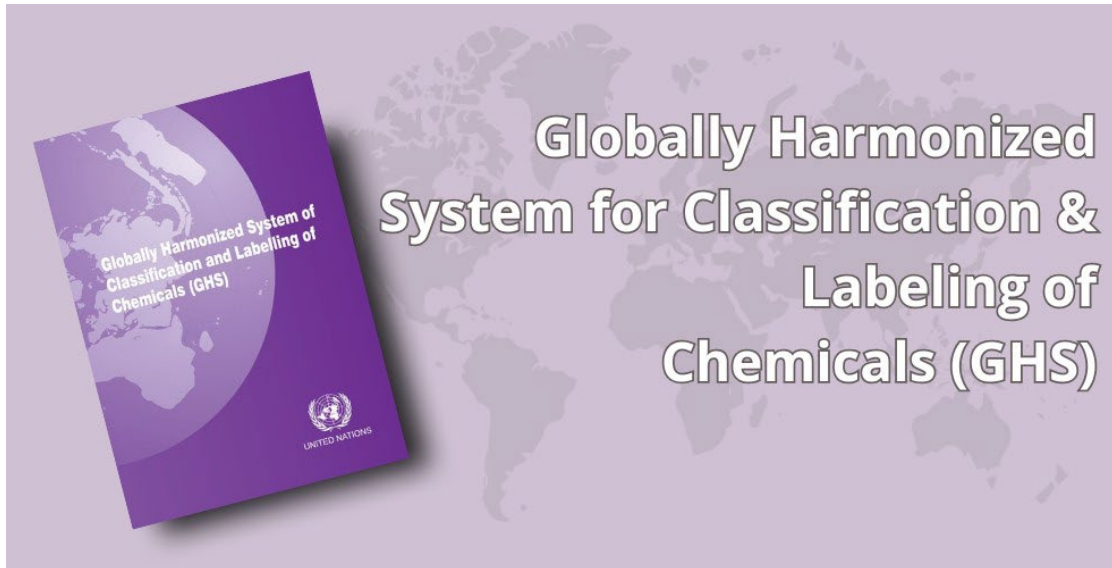
- Physical hazards
  - Combinations of physical hazards
  - Annex 11 – formation of flammable vapors/gases in confined spaces
  - Explosives

# GHS UPDATES



- Health hazards
  - Non-animal methods
  - Germ cell mutagenicity
  - Potential hazards
    - Endocrine disruptors
    - Persistence and Mobility

# GHS UPDATES



- Over-arching issues
  - Annex 1-3
  - Category/sub-category
  - Should/shall

## CONTACT INFORMATION:

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# Hazard Communication Enforcement Update

Jennifer M. Kim, MPH, CIH

Director, Office of Health Enforcement





# HAZARD COMMUNICATION Q & As

## Hazard Classification and SDS Section 2

- Q: Is the information required by (d)(1)(ii) required to be on the SDS and label?
  - A: The hazards identified and classified under (d)(1)(ii) are required to be listed in Section 2 of the SDS, but not on the label.
    - See 29 CFR 1910.1200(f)(1), which provides, “Hazards not otherwise classified (HNOC) and **hazards identified and classified under (d)(1)(ii) do not have to be addressed on the container.**”

# HAZARD COMMUNICATION Q & As

## Importer Responsibilities

- Q: When must the importer affix HCS 2024-compliant labels to incoming containers?
- A: An importer's responsibility to assure appropriate labels are on incoming containers of hazardous chemicals (i.e., labels are HCS 2012-compliant) **begins when the importer takes control of the containers of hazardous chemical.**
  - See [July 20, 2016](#) letter of interpretation.

# HAZARD COMMUNICATION Q & As

## Articles

- Q: What must manufacturers and importers consider when determining if a product is eligible for the HCS "articles" exemption per 29 CFR § 1910.1200(b)(6)(v)?
- A: The inherent hazards of the product in its shipped form as well as under the product's normal conditions of use (e.g., processing, handling, hazardous by-products, downstream exposures) and foreseeable emergencies.
  - See [December 1, 2022](#) letter of interpretation

# HAZARD COMMUNICATION DATA

## Top 10 Most Cited Standards

FY 2024



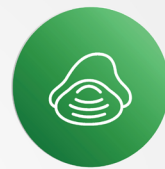
**1** **Fall Protection:  
General Requirements**  
1926.501  
6,827 violations



**2** **Hazard Communication**  
1910.1200  
3,121 violations



**3** **Ladders**  
1926.1053  
2,789 violations



**4** **Respiratory Protection**  
1910.134  
2,698 violations



**5** **Control of  
Hazardous Energy  
(Lockout/Tagout)**  
1910.147  
2,655 violations



**6** **Powered  
Industrial Trucks**  
1910.178  
2,440 violations



**7** **Fall Protection:  
Training Requirements**  
1926.503  
2,243 violations



**8** **Scaffolding**  
1926.451  
1,959 violations



**9** **Personal Protective and  
Lifesaving Equipment:  
Eye and Face Protection**  
1926.102  
1,929 violations



**10** **Machine  
Guarding**  
1910.212  
1,676 violations

# HAZARD COMMUNICATION DATA

Fiscal Year 2024 Federal OSHA inspections involving HCS violations:

- Inspections 1,737
- Citations issued 3,107
- Total penalties \$4,838,954
- See *Industry Profile for an OSHA Standard*

## FY 2024 MOST FREQUENTLY CITED- HCS

1. HCS Program, **1910.1200(e)(1)**
2. Training, **1910.1200(h)(1)**
3. Maintenance of SDSs and employee accessibility, **1910.1200(g)(8)**
4. Develop, obtain, and/or maintain SDSs, **1910.1200(g)(1)**
5. Workplace labeling, **1910.1200(f)(6)(ii)**

■ Source: OIS Violation Detail Report, run 9-8-25

# HCS ENFORCEMENT RESOURCES

- OSHA Instruction, CPL 02-02-078, *Inspection Procedures for the Hazard Communication Standard (HCS 2012)*, July 9, 2015. Updates to align with the HCS 2024 are in progress.
- HCS Letters of Interpretation
  - Emergency eyewash protection when exposed to 0.1 percent or greater formaldehyde, November 1, 2024.