

OSHA OVERVIEW

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OSHA'S IMPACT

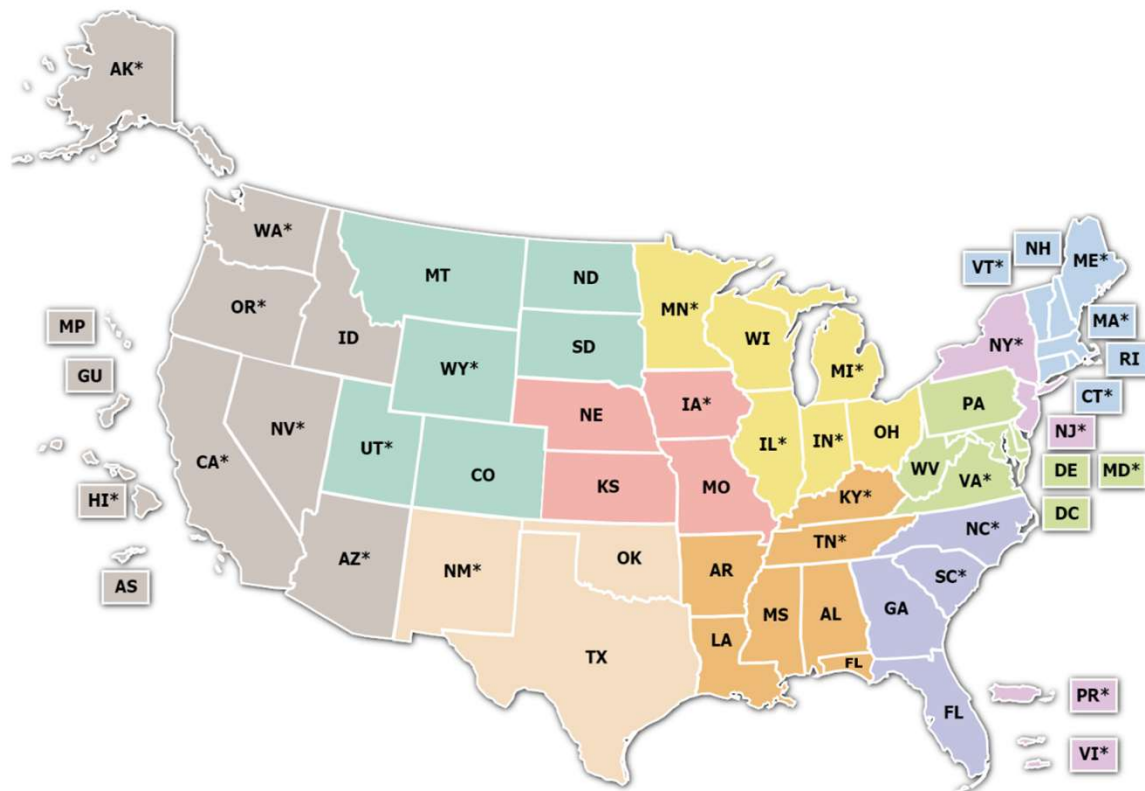
- OSHA is dedicated to the basic proposition that employees should not have to risk their lives to earn a living.
- Worker fatalities in America are **down**— from 38 workers a day in 1970 to **15** a day in **2023**.
- Worker injuries and illness rates are **down**— from 10.9 incidents per 100 workers in 1972 to **3.5** per 100 in **2023**.

OSHA'S MISSION

- Setting and enforcing standards
- Enforcing anti-retaliation laws
- Providing training, outreach, education and assistance
- Working collaboratively with state programs and ensuring they are at least as effective as federal OSHA



HOW OSHA IS ORGANIZED



OSHA Regional Offices

- [Boston](#)
- [New York City](#)
- [Philadelphia](#)
- [Atlanta](#)
- [Chicago](#)
- [Dallas](#)
- [Kansas City](#)
- [Denver](#)
- [San Francisco](#)
- [Birmingham](#)

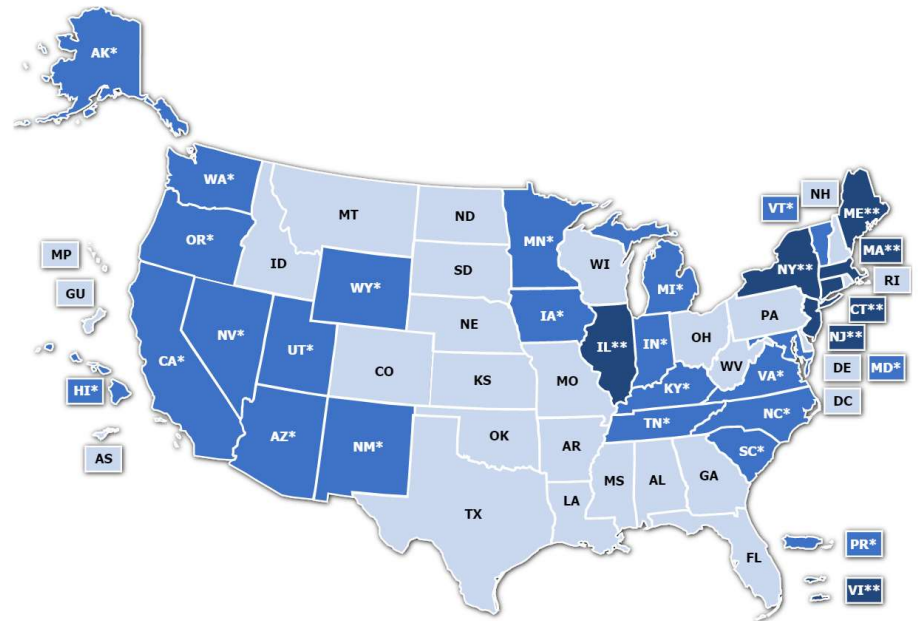
OSHA'S REGIONAL AND AREA OFFICES

- Inspections
- Compliance Assistance
- Outreach
- Training
- Penalty Collection
- Abatement Assurance



STATE PLANS

- 22 State Plans covering private sector and state/local government workers
- 7 State Plans covering only state/local government workers
- State Plans must be at least as effective as federal OSHA



STATE PLAN BENEFITS

- Protection for government workers
- Meets local needs
- More efficient, flexible, and innovative
- Utilizes state resources
- More control for state governments

EMPLOYER RESPONSIBILITIES

- Provide a workplace free of known hazards
- Comply with applicable OSHA standards
- Provide safety training required by OSHA standards in a way that workers can understand
- Post the OSHA poster, report fatalities and severe injuries, and comply with injury/illness recordkeeping requirements



Employer Responsibilities

Under the Occupational Safety and Health Act of 1970, employers have a responsibility to provide a safe workplace.

OSHA covers most private sector employers and their workers in all 50 states, the District of Columbia, and other U.S. jurisdictions either directly through Federal OSHA or through an OSHA-approved state program. Those not covered by the OSH Act include: self-employed workers, immediate family members of farm employers, and workers whose hazards are regulated by another federal agency.

- See key employer responsibilities.
- Understand your workers' rights.
- Use the Compliance Assistance Quick Start to generate an initial set of compliance assistance materials tailored to your workplace.
- Learn about OSHA rules/regulations, enforcement and inspections (video).

Compliance Assistance, Education, and Training

OSHA is committed to giving employers and workers the knowledge and tools they need to comply with their obligations and stay safe. Investments in worker safety and health can also reduce injuries and illnesses, and produce significant improvements to an organization's productivity and profitability.

OSHA services include:

- Compliance Assistance Specialists
- On-Site Consultation Program, a no-cost and confidential service for small and medium-sized businesses
- OSHA Outreach Training Program (10/30 hour cards) and OSHA Training Institute Education Centers

Employers may also want to learn about:

- The Small Business Safety and Health Handbook and other Small Business Resources
- The Business Case for Safety and Health and the Safety Pays Program
- Recommended Practices for Safety and Health Programs and the Safe + Sound Campaign
- OSHA's Cooperative Programs
- OSHA Publications and Videos

Contact OSHA

Contact OSHA toll-free at 1-800-321-6742 (OSHA) or by email. You can also find your nearest federal or State Plan office and consultation program here.



OSHA POSTER

- It's free and required
- Employers must display in a conspicuous location
- Available in several languages
- State Plans may have their own versions



[osha.gov/publications/poster](https://www.osha.gov/publications/poster)



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ENFORCEMENT



OSHA sets enforcement policy and targeted inspection programs, and responds to fatalities, catastrophes and complaints.

INSPECTIONS

OSHA focuses inspection resources on the most hazardous workplaces.

- Imminent danger situations
- Severe injuries and illnesses
- Complaints
- Referrals
- Targeted inspections
- Follow-up inspections

FY 2025 ENFORCEMENT DATA

	FY 2025 YTD
OSHA Inspections Conducted	26,410
Percent Programmed vs. Unprogrammed Inspections	47% vs. 53%
Percent Construction Inspections	52%
Total Violations	35,084
Percent Total Violations Issued Serious, Willful, or Repeat	76%
Average Current Penalty per Serious Violation	\$5,097
Significant Cases	49

*Data as of 8/8/2025

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UNPROGRAMMED ACTIVITY

- Imminent Danger
- Fatality/Catastrophe
- Complaints
- Referrals



PROGRAMMED ACTIVITY

- Emphasis Programs at the national, regional and local levels.
- National Emphasis Programs
 - Heat
 - Amputations
 - Falls
- Site-Specific Targeting

INSPECTION PROCESS

- Presentation of credentials
- Opening Conference
- Walkaround
- Closing Conference

VIOLATION ELEMENTS

- Applicable Standard
- Existence of Hazard
- Exposure to Hazard
- Employer Knowledge

VIOLATION CLASSIFICATIONS

- Other-than-Serious
- Serious
- Repeated
- Willful
- Failure to Abate

OSHA'S TOP 10 MOST CITED STANDARDS, FY 2025*

1. Fall Protection – General Requirements (1926.501)
2. Hazard Communication (1910.1200)
3. Ladders (1926.1053)
4. Control of Hazardous Energy (Lockout/Tagout) (1910.147)
5. Respiratory Protection (1910.134)
6. Scaffolding (1910.451)
7. Fall Protection – Training Requirements (1926.503)
8. Powered Industrial Trucks (1910.178)
9. Personal Protective and Lifesaving Equipment – Eye and Face Protection (1910.212)
10. Machine Guarding (1926.102)

*October 1, 2024 through September 30, 2025. List current as of December 10, 2025. Data will be finalized in April 2026.

osha.gov/top10citedstandards

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TOP CITED STANDARDS: CONSTRUCTION, FY 2025

1. Fall Protection, Duty to Have (1926.501)
2. Ladders (1926.1053)
3. Scaffolding (1926.451)
4. Fall Protection, Training (1926.503)
5. Eye and Face Protection (1926.102)
6. General Safety and Health Provisions (1926.20)
7. Head Protection (1926.100)
8. Abatement Verification (1903.19)
9. Hazard Communication (1910.1200)
10. Fall Protection Systems (1926.502)

TOP CITED STANDARDS: GENERAL INDUSTRY, FY 2025

1. Hazard Communication (1910.1200)
2. Powered Industrial Trucks (1910.178)
3. Respiratory Protection (1910.134)
4. Control of Hazardous Energy, Lockout/Tagout (1910.147)
5. General Requirements, Electrical (1910.303)
6. General Requirements, PPE (1910.132)
7. Maintenance, Safeguards, and Operational Features for Exit Routes (1910.37)
8. OSH Act of 1970-General Duty Clause (Section 5(a)(1))
9. Portable Fire Extinguishers (1910.157)
10. Wiring Methods, Components, and Equipment for General use (1910.305)

OSHA PENALTIES: 2025

Type of Violation	New Maximum
<ul style="list-style-type: none">• Serious and• Other-Than-Serious• Posting Requirements	\$16,550 per violation
Willful or Repeated	\$165,514 per violation
Failure to Abate	\$16,550 per day beyond the abatement date

PENALTY UPDATES

- Updated procedures focus on prevention and prompt hazard abatement.
- Increased penalty reductions make it easier for small businesses to invest resources in compliance and hazard abatement.
- Employers can benefit if they:
 - Immediately address or correct hazard,
 - Have never been inspected by federal/state OSHA,
 - No history of serious, repeat or failure-to-abate violations, or
 - Were inspected in previous five years but had no serious, willful or failure-to-abate violations.
- Effective July 14, 2025.

SAFETY PAYS

- Workplace injuries and fatalities cost our economy **\$176.5 billion** in 2023. (NSC Injury Facts).
- Even one workplace injury can have a huge financial impact on small businesses.
- Employers with good safety records attract and retain good employees.



OSHA's SAFETY PAYS Program

The Safety Pays Program raises awareness of how occupational injuries and illnesses can impact a company's profitability. The program features multiple tools to help employers estimate costs from workplace injuries. The Safety Pays Tool uses data collected from thousands of workplaces to provide businesses with the opportunity to compare their workplace safety record with their industry peers. The Individual Injury Estimator focuses on how much a specific injury could cost a business. Through these tools and related resources, the Safety Pays Program demonstrates the value of implementing workplace safety and health practices that keep employees safe while lowering costs due to work-related injuries and illnesses.

Safety Pays Tool

Estimate the effect of all injuries and illnesses on your business.

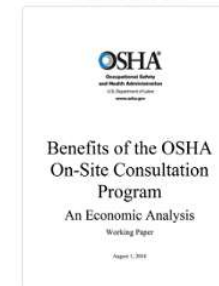
[Safety Pays Tool](#)

Individual Injury Estimator

Find out how much a specific injury could cost your business.

[Individual Injury Estimator](#)

Resources



[Benefits of the OSHA On-Site Consultation Program
An Economic Analysis](#)

osha.gov/safetypays/

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REPORTING FATALITIES AND SEVERE INJURIES

- All employers must notify OSHA when an employee is killed on the job or suffers a work-related hospitalization, amputation, or loss of an eye.
- A fatality must be reported within 8 hours.
- An in-patient hospitalization, amputation, or eye loss must be reported within 24 hours.



[osha.gov/report](https://www.osha.gov/report)

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RECORDKEEPING

- Many employers with more than 10 employees are required to keep a record of serious work-related injuries and illnesses.
- Certain low-risk industries are exempted/
- Minor injuries requiring first aid only do not need to be recorded.

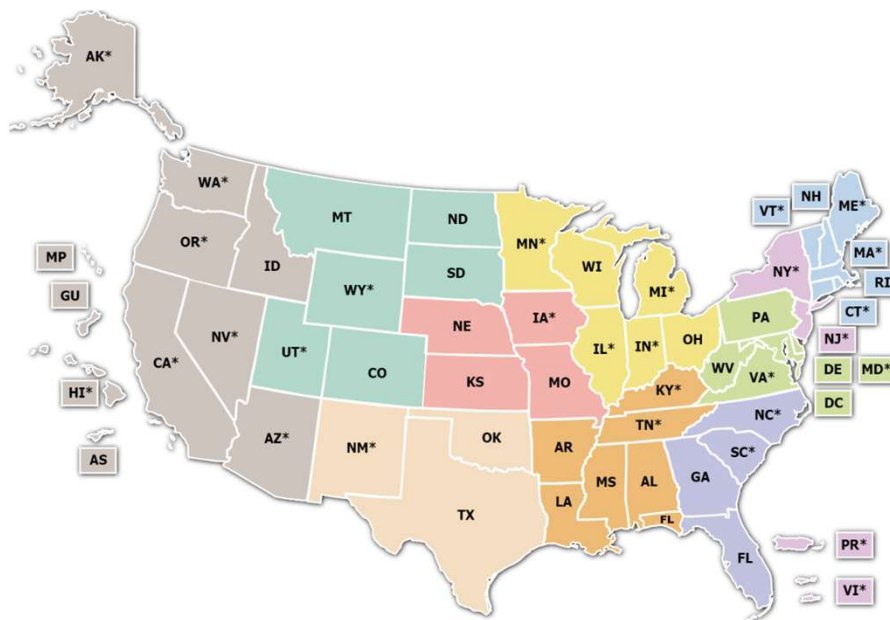


RECORDKEEPING FORMS

- **OSHA Form 300** – Log of Work-Related Injuries and Illnesses
- **OSHA Form 301** – Injury and Illness Incident Report
- **OSHA Form 300A** – Summary of Work-Related Injuries and Illnesses. This form must be posted from Feb. to April every year.

HOW TO REPORT

- During business hours, call the nearest OSHA office
- Or call the OSHA 24-hour hotline 1-800-321-6742 (OSHA)
- Or report online at osha.gov/form/ser



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