

Introduction to OSHA



A Continuum E+T Seminar ®

#8- 1

Why is there an OSHA?

The country's workforce (1900s and before)

- Workers had no protection
- Hatting industry - Madhatter
- A large number of Americans working in unsafe environments
- Workplace injuries and illnesses increasing

Congress Acts

- Government realized need for worker protection
- Employers fought regulations
- Injury and fatality statistics prompted Congress to act.

*State programs were not consistent

OSH act of 1970

Purpose

“Assure so far as possible every working, man and woman in the nation safe and healthful working conditions and to preserve our human resources.”

Role of OSHA

Purpose

Carry out and enforce the OSHA Act (protect workers in America).



OSHA

Since OSHA's inception:

- Work-place fatalities more than cut in half while employee numbers doubled
- Occupational injuries and illnesses decreased by 40%

Standards Development

Standards development process

- Advance Notice of Proposed Rulemaking *
- Notice of Proposed Rulemaking *
- Public Hearing
- Comment Period
- Final Standard *



Emergency temporary standards

Variances

* = Published in Federal Register

OSHA 1926, 1910 Books

-29 CFR

“29” Labor

“CFR” Code of Federal Regulations

“1910” General Industry - “1926” Construction

-Horizontal vs. Vertical

-Performance vs. Specification

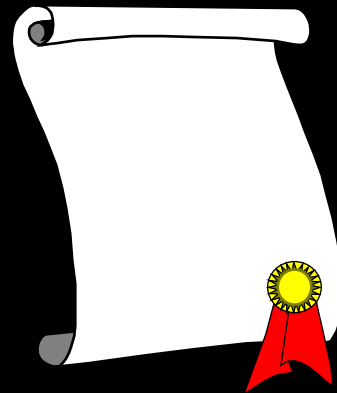
Recordkeeping Rules

- In place since 1971
- Proposed changes announced in February 1996
- Revision announced on January 18, 2001
- Final rule published in Federal Register on January 19, 2001
- Final rule effective January 1, 2002

Recordkeeping Rules

OSHA regulations address:

- Occupational injury and illness recording
- Occupational injury and illness reporting



Purpose

- Provide employers with a tool for tracking and recording workplace illnesses and injuries
- Aid employers with recognizing workplace hazards and correcting hazardous conditions
- Allow OSHA to track safety trends

Who is Subject to the Rules?

-All employers subject to the OSH Act

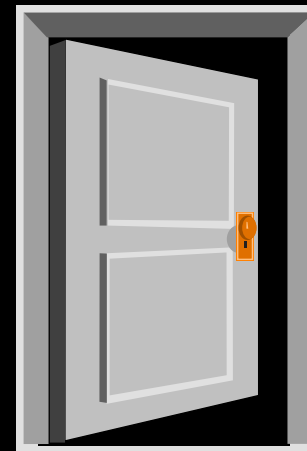
Exempt from most requirements:

*-Industries classified as low-hazard sectors
(i.e. retail, service, finance, insurance, and real estate)*

Who is Subject to the Rules?

Excluded from full reporting requirements:

- Religious establishments
- Household employees performing ordinary domestic tasks
- Certain volunteers



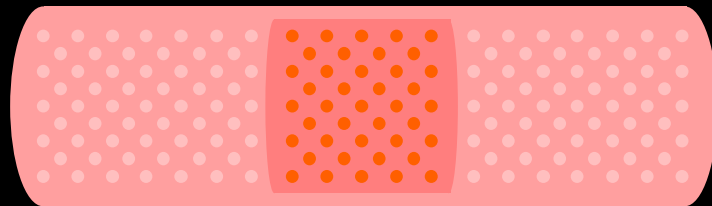
Who is Subject to the Rules?

Excluded from full reporting requirements:

- Small businesses (10 or less employees)
- Sheltered workshops and job training programs (unless personnel are compensated)
- Stockholders (unless employed by the corporation in which they hold stock)
- Self-employed persons

What Has to be Reported

- Death
- Loss of consciousness
- Days away from work
- Restricted work activity
- Medical treatment beyond first aid



Recordkeeping Forms

OSHA Form 301: *Injury and Illness Incident Report*

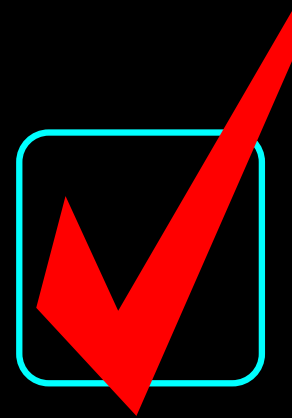
OSHA Form 300: *Log of Work-related Injuries and Illnesses*

OSHA Form 300A: *Summary of Work-related Injuries and Illnesses*

Recordkeeping Forms

OSHA Form 301: Injury and Illness Incident Report

- 1st form to fill out
- Within 7 days
- Keep on file for 5 years



Recordkeeping Forms

OSHA Form 300: Log of Work-related Injuries and Illnesses

- Classifies injury and/or illness
- Separate logs for each site

Recordkeeping Forms

OSHA Form 300A: Summary of Work-related Injuries and Illnesses

- Summary of yearly injuries and illnesses
- Posted by Feb 1st thru April 30
- Kept on file for 5 years

Employer Responsibilities

- Employers must establish procedure for employees to report injuries and illnesses
- Employers must tell employees how to report
- Employers are prohibited from discriminating against employees who report
- With change of ownership, seller must turn over OSHA records to buyer

1926.20 **General Safety**

- (a) Contractor requirements*
- (b) Accident prevention programs shall be implemented
 - (1) Initiate & maintain the programs
 - (2) Frequent and regular inspections required
 - (4) Training required

Competent Person

One who is capable of identifying existing and predictable hazards in the surroundings or working conditions which are unsanitary, hazardous, or dangerous to employees, and who has authorization to take prompt corrective measures to eliminate them.

Cost of Accidents

Direct Costs

- Hospital
- Lost wages
- Indemnity
- Damages

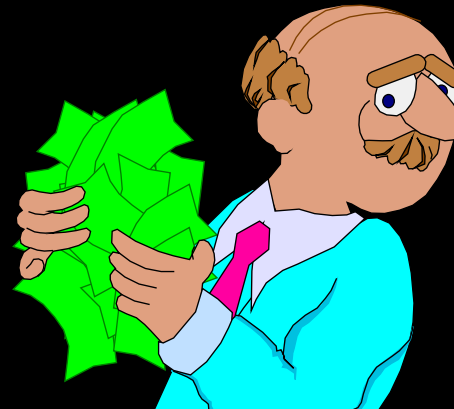
Indirect Costs

- Psychological
- Lawsuits
- Spoiled product
- Economic trickle

Cost of Accidents

Construction

Indirect costs can be 10-15x the direct costs!



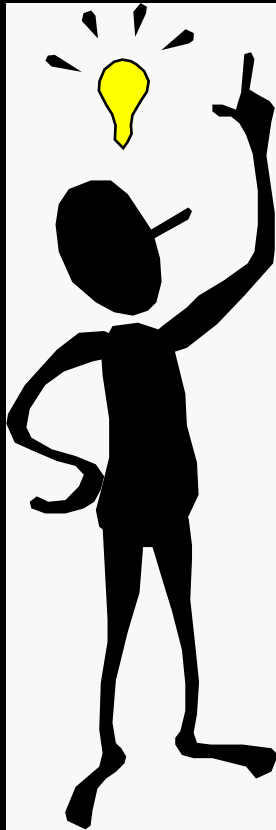
The “General Duty” Clause

* OSH act - Public Law 91-596, Dec.29, 1970

Section 5 (a)(1):

“Each employer shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause, death or serious physical harm to employees.”

OSHA Help?



↩ **29 CFR book**

↩ **Local office**

↩ **Web site**

www.osha.gov

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