OSHA Inspection
What to Expect

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Types of Inspection

• Employee or Public Complaint
• Serious injury or incident
  – Fatality
  – Hospitalization of 1 or more employees
  – Amputation
  – Loss of eyesight
  – Chemical exposure
• Programmed
• Voluntary
Types of Inspection

- **Complaint**
  - Formal - site inspection
  - Informal - letter or phone call - employer must respond verbally and/or in writing within the specified time

- **Accident**
  - Your report of serious injury
  - First Responders
  - Media
  - Family or concerned party
Types of Inspection

• Programmed Inspection
  – scheduled because of selection criteria chosen by OSHA for industries:
    • above average injury rates
    • above average death rates
    • exposure to toxic substances
    • targeted industries (Optical industry in some states)
    • special emphasis – combustible dust, lead

• Voluntary
  – OSHA consulting services
OSHA Inspector is in the Lobby
What do I do now?
Inspection Process

• Inspector arrives at entrance, requests manager
• Opening conference
  – Inspector presents credentials
  – Manager escorts inspector to office or conference room and sends for team
  – Inspector states reason for visit (i.e., employee complaint, programmed, etc.)
  – Requests documents
    • 300 Log and 300-A summary (current and previous 5 years)
    • Hazard assessments (JHAs)
    • Employee training records
    • Safety Data Sheets
    • Other depending on state specific regulations

• NOTE:
  – Be polite and professional. It is best to set a positive and cooperative tone.
  – You may refuse to allow the inspector entrance but they will return with a warrant and the inspection will not go well for you.
  – Answer only what is asked, don’t volunteer anything. The inspector is not there to be your friend.
Inspection Process

• If inspection is due to complaint, escort inspector directly to the specified equipment, process, or department. He/she may expand the scope of the inspection.

• If programmed, the inspection may encompass the entire facility.

• Inspector may request to take pictures, videos, and samples.
  – Take the same pictures, videos, and samples
  – Identify any trade secrets or proprietary equipment and processes
Inspection Process

- Employee interviews
  - Inspector may ask to interview 1 or more employees privately – typically 3 - to determine their knowledge and understanding of:
    - Hazard communication and GHS
    - Lockout/tagout
    - Use of PPE
    - Emergency Action
    - State specific written programs
Electrical – Relocatable Power Tap (RPT)
Electrical – Flexible Cords
Electrical Wiring
Electrical Junction Box
Electrical Panel
Electrical Plug
Hazard Communication – Safety Data Sheets
Hazard Communication - Labeling
Hazard Communication - Labeling
Hazard Communication - Labeling
Sanitation – Food and Beverage
Hazardous Waste
Hazardous Waste and HAZCOM
Mezzanine - Load Rating
Compressed Air Used For Cleaning
Housekeeping
Illuminated Exit Sign
Emergency Routes Properly Marked

- Follow RED arrows to the nearest fire exit.
- Follow GREEN arrows to First Aid and Safety Information.
- Follow the BLUE arrows to the hazardous weather shelter
- Stay within YELLOW lines to keep out of production areas

THE VISION COUNCIL
Emergency Equipment Monthly Inspection
Machine Guarding
Machine Guarding
Machine Guarding and Interlocks

WARNING
Do not remove guards or operate machinery without them. Severe injury may result.
Machine Safety - Interlock
Lockout/Tagout Supplies
Emergency Egress
Emergency Egress
Emergency Egress
Aisle Space
Exit Conference

• Inspector will review his/her findings, identifying potential violations
• Will not state whether there will be any penalties
• Area director makes decision on whether to issue citations
Inspection Over, No Violations!

NOW I CAN DO MY HAPPY DANCE!
Inspection Over, Multiple Violations

I don’t have time for this *&&$#? Don’t they know I have a lab to run?
Closing Conference

• May be in person or by phone
• Review results, citations, abatements, penalties, right to appeal
• Types of penalties:
  – Other than serious
  – Serious
  – Failure to abate
  – Willful or repeat
# Updated OSHA Penalties

Below are the maximum penalty amounts adjusted for inflation as of Jan. 23, 2019. (See OSHA Memo, Jan 23, 2019).

<table>
<thead>
<tr>
<th>Type of Violation</th>
<th>Penalty</th>
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</thead>
<tbody>
<tr>
<td>Serious</td>
<td>$13,260 per violation</td>
</tr>
<tr>
<td>Other-Than-Serious</td>
<td></td>
</tr>
<tr>
<td>Posting Requirements</td>
<td></td>
</tr>
<tr>
<td>Failure to Abate</td>
<td>$13,260 per day beyond the abatement date</td>
</tr>
<tr>
<td>Willful or Repeated</td>
<td>$132,598 per violation</td>
</tr>
</tbody>
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## State Plan States

States that operate their own Occupational Safety and Health Plans are required to adopt maximum penalty levels that are at least as effective as Federal OSHA’s.

## For More Assistance

OSHA offers a variety of options for employers looking for compliance assistance.

The On-site Consultation Program provides professional, high-quality, individualized assistance to small businesses at no cost.

OSHA also has compliance assistance specialists in most of our 65 Area Offices across the nation who provide robust outreach and education programs for employers and workers.
Fines May be Reduced

• Demonstration of good faith efforts to comply
  – Required documents readily available
  – Employee training current
  – Required written programs current
  – No willful or repeat citations
QUESTIONS?

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