

## MJS Legacy Safety Consulting Services LLC

continues to focus our attention on  
*'Providing Great Service and Building Lasting Relationships'*

It has been our distinct pleasure to serve the needs of businesses both big and small since 1995. MJS Safety transitioned to **MJS Legacy Safety Consulting Services** in 2021 with the passing of our founder, Mike Stookey. But our goal has not changed. We continue to grow the legacy of customized service and individual attention that we have provided to so many companies in Colorado, Wyoming, Montana, and surrounding states. Meeting your unique safety and regulatory needs is our mission.

We look forward to continuing a productive and successful business relationship with you through **MJS Legacy Safety Consulting Services** for many years to come.

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### *The U.S. Department of Labor's Occupational Safety and Health Administration civil penalty amounts based on cost-of-living adjustments for 2025...*

In 2015, Congress passed the Federal Civil Penalties Inflation Adjustment Act Improvements Act to advance the effectiveness of civil monetary penalties and to maintain their deterrent effect. Under the Act, agencies are required to publish "catch-up" rules that adjust the level of civil monetary penalties and make subsequent annual adjustments for inflation no later than January 15 of each year.



Here are some preliminary details about OSHA civil penalty amounts for 2025:

- **Repeat violations:** The maximum penalty for a repeat violation is \$164,759.
- **Employer size:** Employers with 50 or fewer employees are eligible for a civil penalty reduction based on size.
- Visit the [OSHA Penalties page](#) for more information.
- Inspections, Citations, and Proposed Penalties Standard Number: [1903.15](#)



### Safety for Everyone

OSHA's [homepage](#) allows the public to request the translation of OSHA vital documents in [Chinese Simplified](#), [Chinese Traditional](#), [Haitian Creole](#), [Korean](#), [Spanish](#), [Tagalog](#), [Vietnamese](#) and more.

- ▶ **DOL's OSHA Civil Penalties for 2025** [read more...](#)
- ▶ **Safety for Everyone - OSHA allows the public to request the translation of vital documents...** [read more...](#)
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- ▶ **DEADLINE IS MARCH 2<sup>ND</sup> Injury Tracking Application**  
Employers must post their most recent Summary of Work-Related Injuries and Illnesses (*Form 300A*) [read more...](#)
- ▶ **Discovery in Mesothelioma Research May Increase Patient Survival Rate** [read more...](#)
- ▶ **OSHA Reports Decrease in Trench-Related Fatalities**  
CGA applauds recent decline in trench-related fatalities highlighted by **OSHA's** preliminary data. [read more...](#)
- ▶ **Trying to make sense of ALL of the OSHA Safety Training Regulations?**  
**MJS Legacy Safety** can help! Give us a call! [read more...](#)
- ▶ **Right Fit, Right Protection**  
Imagine an athlete stepping into a game without the right gear — risky right? [read more...](#)
- ▶ **Phasing Out Pay Inequity For Workers With Disabilities** [read more...](#)
- ▶ **OSHA Issues New Arc-Flash Hazard Guidance**  
First guidance update in almost twenty years tells workers: "Don't wear fuel" [read more...](#)
- ▶ **Recent Crane Collapses, OSHA Citations and Safety Best Practices** [read more...](#)
- ▶ **Using Portable Generators Safely** [OSHA Fact Sheet](#) [read more...](#)



- ▶ **Requiring Employers to Keep Employees Informed**

*A new topic every month.....*



**Colorado Labor Law Poster** (*State, Federal, & OSHA in One Poster*) [read more...](#)

**Your Right to Know**

- ▶ **Reminder - Federal Drug Testing Custody and Control Form Mandatory...** [read more...](#)

## TRANSPORTATION NEWS SUMMARY

- ▶ **DOT 2025 Regs Violation Penalty Increases** [read more...](#)

- ▶ **DOT Amends Oral Fluid Drug Testing Procedures**

*The rule clarifies that a qualified urine collector is not a qualified oral fluid collector, and vice-versa.* [read more...](#)



## TRANSPORTATION NEWS SUMMARY cont'd

- ▶ **Truck-Involved Crash Fatalities Declined through the first half of 2024, NHTSA Reports** [read more...](#)
- ▶ **Fleetworthy's 2025 Trucking & Fleet Insights Report Highlights Major Challenges Facing Trucking Industry** regarding compliance, safety, and administrative-related tasks. [read more...](#)
- ▶ **FMCSA Proposes to Delay Compliance Date for Broker Financial Responsibility Rule** [read more...](#)
- ▶ **FMCSA Expanded the Crash Preventability Determination Program** [read more...](#)
- ▶ **FMCSA Revokes Certifications of 4 ELDs effective Dec. 11** [read more...](#)
- ▶ **Truck History Reports** — *Look up reported accidents, inspection violations, insurance claim, owner history and more.* [read more...](#)
- ▶ **CVSA Releases 2024 Operation Safe Driver Week Results** *Speeding, seat belt use among top trucker violations* [read more...](#)
- ▶ **Colo. Law: Move Over for Me ~ IT'S THE LAW ~**  
[HB23-1123](#) requires that drivers move over a lane whenever they encounter **ANY** stationary vehicle with its hazards flashing –and if they can't move over, they **Must Slow Down**. [read more...](#)
- ▶ **FMCSA Announces Changes to Safety Measurement System (SMS)**  
Enhanced SMS will build on the streamlined design of the CSA Prioritization Preview website. [read more...](#)
- ▶ **5 Common Truck Driver Health Issues** Need solutions for truck driver health issues? [read more...](#)
- ▶ **FMCSA is Proposing New Rules to Increase Broker Transparency in Freight Transactions** [read more...](#)
- ▶ **Importance of Tire Air Pressure During Winter Months**  
Considering mileage, rolling resistance, and durability, proper air pressure has an overwhelming impact [read more...](#)

## MSHA NEWS SUMMARY

- ▶ **The Mine Safety and Health Administration is now on [FACEBOOK!](#)** [read more...](#)
- ▶ **More Than \$10.5M in Training Grants Will Help Protect Miners Nationwide** [read more...](#)
- ▶ **Health tool for miners...** provides quick access to health services tailored to miners' needs. [read more...](#)
- ▶ Mine operators are required to [Report Accidents & Hazardous Conditions](#) immediately [read more...](#)



## MONTHLY SAFETY & HEALTH TIP NEWS SUMMARY

- ▶ **Workplaces Are Often Mismanaging Mental Health Risk – Here's How** [read more...](#)

## COVID/RSV/FLU INFORMATION/RESOURCES SUMMARY

For your convenience, we have moved all COVID/flu/RSV information and resource [links](#) to the last page of the newsletter.



# “Training Spotlight”

(a different course will be featured monthly)

## ➤ NUCA CONFINED SPACE ENTRY TRAINING - ENTRANT, ATTENDANT, SUPERVISOR & COMPETENT PERSON

The National Utility Contractor Association Confined Space Entry Course has been developed to meet the OSHA Confined Space for Construction standard. This course is a 1 day course covering the responsibilities of the Entrant, Attendant and Supervisor as well as the Competent Person, Air Monitoring personnel, and covers the requirements of each role. Our course includes both classroom training and hands-on practical training with the equipment employees will utilize to safely conduct confined space operations.

**THIS COURSE IS AVAILABLE IN BOTH ENGLISH AND SPANISH.**

For all of our Course Offerings visit the [MJS Legacy Safety website](http://www.mjslegacysafety.com)

### Schedule of classes January 2025: • TRAINING CENTER - 1760 BROAD ST, UNIT H, MILLIKEN, CO 80543

- \*PEC Safeland Basic Orientation: **NEW 2021 SAFELAND:** Jan 6, 16 (All Virtual), 31; 8 – 4:30;
- \*First Aid/CPR/AED/BLOODBORNE PATHOGENS (We offer MEDIC FIRST AID): Jan 13, 29; 8 – noon;  
*In Person Classes: This class is also available for blended learning (online) with remote or in-person skills assessment*
- \*Hydrogen Sulfide Awareness [ANSI Z390 -2017 Course]: Jan 13, 29; 12:30 – 4:30;  
*This class available via Instructor Led video conference*

To sign up for one of these classes, or inquire about scheduling a different class,  
Call Carrie at 720-203-4948 or Jeremy at 720-203-6325

Need any classes in Spanish? Contact Carrie to schedule.

For any last minute schedule updates, go to [www.mjslegacysafety.com](http://www.mjslegacysafety.com)

▶ MJS Legacy Safety also offers custom classes to fit the needs of your company ◀

### — FEATURED TRAINING PROGRAMS —

- Safeland Basic Orientation • Hydrogen Sulfide Awareness • First Aid/CPR
- OSHA 10 Hour for General Industry or Construction • Confined Space for Construction
- Competent Person for Excavations • HAZWOPER 8, 24 & 40 hr Courses

Order  
First Aid  
& other  
Safety Supplies  
[www.mjslegacysafety.com](http://www.mjslegacysafety.com)  
Jeremy  
720-203-6325  
Carrie  
720-203-4948

Want to schedule a class

On-Site at your Facility...

~ or ~

Attend a class at our Training Center?

Just give us a call !!

Need Help With

- ISNetworld
- PEC/Veriforce
- NCMS
- Avetta/BROWZ
- TPS ALERT

CALL US!!!

➔ **Distance Learning & Video Conference classes:** Through the Pandemic we have been able to offer Safeland and the PEC H2S Clear courses via video conferencing, and Veriforce has extended the authorization to continue this indefinitely. We are also able to offer the 1st aid/ CPR classes with an online blended learning option, and remote skills verification – as well as our In-House H2S Awareness Course. Ask about other distance learning opportunities for more information.

➔ **Video Conference Courses** Must Be Scheduled Separately and Are Available Upon Request.

### SOURCES FOR THIS ISSUE

- INCLUDE:
- OSHA
  - NUCA
  - FMCSA
  - ISHN
  - US DOL
  - Oncology
  - Cleveland Clinic
  - CDC
  - Utility Contractor
  - EPA
  - CGA Cancer.org
  - BLS
  - MSHA
  - NHTSA
  - Fleet Mgmt.
  - CSA
  - Tom Clauer –
  - Yokohama Tire
  - CVSA
  - CDOT
  - American Truck
  - Driver School
  - Fleetworthy
  - Truck Parts
  - Service
  - CFNA
  - DISA
  - Security
  - Education
  - Wysa

▶ MJS Legacy Safety can help guide you through training requirements. Call us! ◀

## Drug Testing

More and more of the 3<sup>rd</sup> Party Auditing companies like NCMS and TPS Alert are requiring drug testing levels slightly above the levels of some of the regulatory levels to ensure drug testing is being completed each quarter.



MJS Legacy Safety Services conducts both drug testing and Auditing account management for our in-house consortium clients as well as the management of other client drug testing consortium accounts, such as DISA. Many have modified their random selections process to work more effectively when a policy is tied to multiple auditing agencies. In specific situations, this may result in slightly more random selections being generated than clients are previously used to seeing to ensure compliance with both the regulatory requirements as well as client specific requirements.

Drug testing policies typically mirror the requirements of an auditing agency (e.g. DOT, DCC, DISA Monitoring, NCMS, etc.). When customers setup a single policy for more than one monitoring agency, and these auditing agencies require different random percentages, the number of random selections generated may be lower than one of the two agencies requires.

**If you have questions on the selection process,  
need assistance with the management of your TPS Alert, NCM,  
or other drug testing audit accounts,  
or need to sign up for a consortium, give us a call!**

## Phishing scammers are getting savvier by the day.

*Are you staying safe?*

### Stop Scammers In Their Tracks With These Easy Tips!

Phishing scams are at an all-time high. Do you know how to spot phishing scams? Phishing scams range from suspicious emails, text messages, and even phone calls that attempt to gain your confidential information. Learn how to protect yourself from scammers:

- **Be skeptical of emails asking you for information.** *Phishing scam email red flags include typos and scare tactics like requests for confidential information that require an immediate response to prevent something from happening.*
- **Be skeptical of texts from an unknown phone number.** *Scammers use text messages with illegitimate links to gather your private information. Avoid clicking suspicious links and never provide your personal information.*
- **Be skeptical of calls from an unknown phone number.** *Scammers call consumers pretending to represent popular banks. If you are unsure or were not expecting a call, just hang up and contact your bank yourself to verify they didn't call you.*

## REPORT A FATALITY OR SEVERE INJURY



- [Federal law](#) requires all employers to 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.

### To Make a Report

- Call the nearest [OSHA office](#).
- Call the OSHA 24-hour hotline at [1-800-321-6742](tel:1-800-321-6742) (OSHA).
- [Report online](#)

Be prepared to supply: Business name; names of employees affected; location and time of the incident, brief description of the incident; contact person and phone number. [FAQ's](#)

[Learn more about OSHA's severe injury report data, and the severe injury reporting requirement.](#)

## IMPORTANT UPDATE: PHMSA Random Drug Testing Rate Increase for 2025

There is an important regulatory update from the Pipeline and Hazardous Materials Safety Administration (PHMSA) that may impact your compliance obligations.

Effective January 1, 2025, PHMSA has increased the minimum annual random drug testing rate for covered employees from 25% to 50%. This change applies to operators of gas, hazardous liquid, and carbon dioxide pipeline facilities, as well as liquefied natural gas (LNG) plants and underground natural gas storage facilities.



The updated testing rate reflects data from PHMSA's Drug and Alcohol Management Information System (DAMIS), which showed a positive random drug testing rate exceeding 1% for the calendar year 2023. As a result, the higher rate is being implemented to further enhance workplace safety and compliance across the industry.

### Key Takeaways:

- Starting in 2025, you must ensure that at least 50% of your safety-sensitive employees are randomly selected for drug testing annually.
- Review your current random drug testing processes and adjust to meet this requirement.
- Ensure accurate recordkeeping of your drug testing program for compliance and audits.

Additionally, PHMSA will continue to enforce Multi-Factor Authentication (MFA) for DAMIS reporting, so please ensure your team is equipped to meet this requirement.

## US Department of Labor Extends Public Comment Period for Proposed Heat Injury, Illness Prevention Rule Until Jan. 14, 2025

The U.S. DOL recently announced that its [Occupational Safety and Health Administration](#) has [extended the public comment period](#) for its proposed rule to protect workers from extreme heat exposure in indoor and outdoor workplaces to remain open until Jan. 14, 2025.

As published in the *Federal Register* on Aug. 30, 2024, the [Notice of Proposed Rulemaking on Heat Injury and Illness Prevention in Outdoor and Indoor Work Settings](#) had an initial 120-day public comment period scheduled to end on Dec. 30, 2024. OSHA is extending the deadline for submitting comments to provide stakeholders more time to review the proposed rule and gather relevant information and data for their input.



OSHA also announced an informal public hearing on the proposed rule will begin on June 16, 2025.

"Reducing the dangers of workplace heat exposure and illness is critical to saving lives and preventing workers from suffering needless illnesses," said Assistant Secretary for Occupational Safety and Health Douglas Parker. "This 15-day extension to the already lengthy comment period will take the deadline past the holiday season and help ensure that stakeholders can share valuable insights we need to craft a rule that protects workers from extreme heat indoors and outdoors effectively."

[Submit comments to Docket Number OSHA-2021-0009.](#)

# News Release

## Assistant Secretary for Occupational Safety and Health Doug Parker Issues Statement on 2023 Census of Fatal Occupational Injuries

The U.S. Department of Labor's Assistant Secretary for **Occupational Safety and Health**, Doug Parker, has issued the following statement in regard to the **Bureau of Labor Statistics'** release of its [2023 Census of Fatal Occupational Injuries](#) on Dec. 19, 2024:

*"Today's report from the Bureau of Labor Statistics is more positive news for worker safety and health. In November, the bureau reported a 20-year low in the rate of non-fatal worker injuries and illnesses in 2023, and we are further encouraged by the news that the number and rate of fatal worker injuries also dropped in 2023.*

*"I believe the Biden-Harris administration's worker-centered approach of stronger enforcement combined with our numerous collaborations with employers and labor to embrace health and safety as core values are making a difference. Whether it is our enforcement initiatives, our promotion of workplace safety and health management systems, or our initiatives to support workplace mental health and safe driving and prevent worker drug overdoses, it all makes a difference in saving lives at work.*

*"There was a meaningful decline in the number of fatal injuries to Black workers of 10.2 percent, and the rate for Latino workers dropped from 4.6 to 4.4 per 100,000 workers. Addressing high rates among these populations and recognizing the disproportionate impact of work hazards on workers of color enable more workers to end their shifts safely.*

*"Despite these promising trends, there is more work to be done. In 2023, 5,283 workers lost their lives. That means a worker dies every 99 minutes. Every worker's death is a profound tragedy that leaves a lasting void for families, friends, co-workers and communities. We can and we must do better."*

**DEADLINE IS MARCH 2<sup>ND</sup>**



.... Collecting data on workplace injuries and illnesses is an important element of the **Occupational Safety and Health Administration's** mission to improve workplace safety and health. Establishments in [certain industries](#) **Must Submit Required Injury And Illness Data** for each calendar year by **March 2** of the following year using Form 300A.

**Employers must post their most recent Summary of Work-Related Injuries and Illnesses (Form 300A) from February 1 through April 30 in a visible location for their employees' awareness.**

OSHA provides a [secure website](#) that offers three options for injury and illness data submissions. If your establishment is required to submit this data, you must use OSHA's [Injury Tracking Application](#), or ITA. At this link you'll find detailed information on the following:

- Launch the Application
- Who is covered by this reporting requirement?
  - What must covered establishments submit?
  - FAQs
- When must covered establishments submit their completed Form 300A?
  - Job Aids (How-To)
  - How do I submit my establishment data?

**All current and new account holders must connect your ITA account to a [Login.gov account](#) with the same email address in order to submit your data.**

**Need more assistance?** Use the [help request form](#).

To report safety and health violations, file a complaint, or ask safety and health questions, call 800-321-6742 or visit [osha.gov/ContactUs](#).

OSHA's Form 300A (Rev. 04/2004)  
Summary of Work-Related Injuries and Illnesses

Number of Cases			
Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
0	0	0	0
(a)	(b)	(c)	(d)

Number of Days	
Total number of days away from work	Total number of days of job transfer or restriction
0	0
(e)	(f)

Injury and Illness Types

## Discovery in Mesothelioma Research May Increase Patient Survival Rate



A groundbreaking study of [an innovative treatment](#) published in February this year in the *JAMA Oncology*, a peer-reviewed medical journal, brings long-awaited advancements in mesothelioma research. The international

research team found that chemotherapy combined with a drug called ADI-PEG20, also known as pegargiminas, has the potential to prolong the life expectancy of patients treated with pleural mesothelioma. Although it needs to be studied more thoroughly, pegargiminas-based chemotherapy is one of the most promising emerging treatments for mesothelioma patients.

[Mesothelioma](#) is an aggressive and mostly deadly cancer that develops in the membrane around the lungs, abdomen, heart, or reproductive organs, called the mesothelium. [Pleural mesothelioma](#), the most common type, starts in the tissues covering the lungs. The disease is almost exclusively caused by asbestos exposure, a strong, heat-resistant mineral fiber naturally occurring in rock and soil. Asbestos was widely used for its heat-resistant and insulating properties across the country by the construction and automotive industries and the military until the early 1970s, when its carcinogenic nature started to surface. Even though the use of asbestos has declined since the 1970s and 1980s, the first Federal ban against it was only introduced recently. In March of this year, the Environmental Protection Agency (EPA) [banned chrysotile asbestos](#), the most common form of it. However, several types of asbestos are currently still imported and used by manufacturers in the U.S.

Hundreds of thousands of people have lost their lives already because of asbestos exposure, and many continue to be at risk of inhaling asbestos fibers by being in contact with disturbed asbestos-containing material (ACMs). The [most affected individuals](#) are construction and industrial workers, especially those from the automotive industries, military veterans, and military and civilian firefighters. Even though veterans make up less than 10 percent of the population, they comprise roughly 30 percent of Americans with mesothelioma. This is because [the military](#), especially the Navy, has used large quantities of asbestos-containing material in its shipyards and ships for decades. [Firefighters face elevated asbestos exposure](#) during rescue and firefighting operations. During a fire or demolition, asbestos releases dust fibers that firefighters inhale or swallow. Asbestos fibers do not dissolve in the body and cause malignant illnesses, such as mesothelioma, many years later.

### PEGARGIMINASE-BASED CHEMOTHERAPY: A SIGNIFICANT MEDICAL ADVANCEMENT

In most cases, the only treatment option for mesothelioma patients is [chemotherapy](#) because the illness is often only diagnosed at a late stage when surgery is impossible. The main reason for late diagnosis, on the one hand, is that mesothelioma symptoms are very similar to the symptoms of other, more common illnesses, such as lung cancer. On the other hand, the disease lingers in the body from 10 to 50 years before it shows any signs. Another frequent issue when it comes to mesothelioma treatment is that patients are often given an incorrect diagnosis. A medical study revealed that, generally, about half of pleural mesothelioma patients receive incorrect disease stage diagnostics, most being at a more advanced stage than initially thought. Mesothelioma is hard to treat, especially if it is discovered late. Even with traditional chemotherapy, it is difficult to contain mesothelioma's rapid progression.

The novel pegargiminas-based chemotherapy treatment for pleural mesothelioma patients opens up a new era in cancer research. The researchers combined the ADI-PEG20 medication with chemotherapy and tested the approach in a large-scale trial study. The study occurred at 43 sites in 5 countries between August 2017 and August 2021. The 249 involved patients were randomly assigned to receive either ADI-PEG20 or a placebo in addition to standard chemotherapy. On average, patients who received ADI-PEG20 lived 9.3 months, compared to 7.7 months for those on placebo. Also, patients on ADI-PEG20 experienced a delay in disease progression, lasting 6.2 months, compared to 5.6 months for those on placebo. Thus, the study shows a 1.6-month increase in the median overall survival of the patients. This is truly an extremely important discovery. With the application of ADI-PEG20, the researchers found a new way of destroying cancer cells by removing arginine, an amino acid responsible for helping cancer cells grow and survive.



## RISING DEATH TOLLS CALL FOR ACTION

The number of patients diagnosed with asbestos-related diseases, such as mesothelioma, lung cancer, and asbestosis, has been increasing in the past decades because of the long latency period between exposure and the illnesses' discovery. Mesothelioma is claiming many lives. While the exact death toll is unknown, the Environmental Working Group (EWG), based on national government data, calculated that 12,000 to 15,000 Americans die every year because of asbestos exposure, from which the number of mesothelioma deaths is about 2,848 a year. In all, the EWG estimates that from 1999 to 2017, 236,981 to 277,654 Americans died from asbestos exposure. A comprehensive study of asbestos-caused deaths published by The Institute for Health Metrics and Evaluation (IHME) shows a sharp increase compared to the estimates by the EWG.

This unprecedented medical trial has given our doctors a promising toll and mesothelioma patients a new hope to fight the disease. However, scientists must continue to test it to ensure it's well studied before approval, and they need our policymaker's support. Extensive investment in mesothelioma research is more critical than ever. Companies linked to asbestos and other toxic chemical pollution have enjoyed laws favorable to them for too long, while our veterans, firefighters, and construction workers put their lives daily in danger for the well-being of their fellow citizens. Many now suffer from mesothelioma. It is time to invest more in a toxic-free future and in more research to achieve better cancer treatment.

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## OSHA Reports Decrease in Trench-Related Fatalities



Common Ground Alliance (CGA), the national nonprofit trade association dedicated to protecting underground utility lines, people who dig near them and their communities, applauds the recent decline in trench-related fatalities highlighted by OSHA's preliminary data. This steep 70% decrease since 2022 shows the effectiveness of focused safety partnerships, including CGA's participation in OSHA's Safe Trenching and Excavation Operations Alliance, which emphasizes outreach, education and training.

The dramatic reduction in trench collapse fatalities validates the effectiveness of safe digging practices – practices that are central to CGA's mission and detailed in its landmark Best Practices Guide, now in its 20th edition. Through its participation in the OSHA Safe Trenching Alliance, CGA has developed comprehensive resources including communications tools, articles and graphics to help workers and organizations implement critical excavation, trenching and shoring safety protocols.

*"While CGA and our fellow members of the Safe Trenching Alliance have made significant progress in reducing fatalities through education and outreach, our work isn't complete until we reach zero preventable tragedies,"* said President and CEO of Common Ground Alliance Sarah K. Magruder Lyle.

*"We remain steadfast in our commitment to promoting 811 and providing essential resources to the workers who build and maintain our communities."*

*"These numbers illustrate that enforcing a collaborative and worker-centered approach saves lives, and we have seen the greatest improvement in areas we have focused on with employers, unions and state programs,"* said Assistant Secretary for Occupational Safety and Health Douglas Parker. *"While fewer workers have died from the hazards OSHA investigates, we still lose more than 5,000 workers each year in largely preventable incidents."*

The progress in reducing trench-related fatalities is a testament to the power of collaboration and a shared commitment to safety. As highlighted by efforts including the recently published DIRT Report, CGA is committed to finding data-driven solutions and working alongside OSHA and other partners to ensure that every digging project is completed safely.



## Trying to make sense of ALL of the OSHA Safety Training Regulations?

\* It can be time consuming!

\* The manuals are dense and regulations can be difficult to understand!

Wouldn't it be nice if someone could get you started off on the right foot in 2025?

We've done the "heavy lifting" for you! **MJS Legacy Safety** can help make sense of it all!!

Check out the extensive list of [courses](#) we offer!

Give Us A Call!!

### NEED REFRESHER TRAINING? WE CAN HELP WITH THAT TOO!

**OSHA** has numerous standards that require annual training for employees.

However, many standards list other circumstances where retraining, or refresher training, is necessary.

Refresher training is an important way to reduce accidents, injuries, and illnesses, protecting both your workers and your organization.

But how do you keep your workers engaged when it's their 15th time taking the training?

**MJS Legacy Safety** strives to mix it up when we know those attending the class have been through the same thing repetitively with us.

Adding case studies, different videos, group exercises, hands-on activities, etc. are just some of the ways we can keep things interesting.

## Right Fit, Right Protection

Imagine an athlete stepping into a game without the right gear — risky right? Helmets, pads and the proper shoes aren't just accessories, they're essential to keep them safe. The workplace is no different.

Personal protective equipment, or PPE, is designed to minimize exposure to hazards that cause serious workplace injuries and illnesses. But PPE isn't one-size-fits-all and cannot do its job if it doesn't fit properly.

One of the challenges workers face in finding proper personal equipment is that it often isn't designed with diverse body types in mind – leaving underrepresented groups like women in construction, smaller workers or those with disabilities at an increased risk. A study from the National Institute for Occupational Safety and Health [reported that 41% of women reported their PPE fit poorly](#), highlighting a systemic issue that impacts workers beyond gender.

It's not hard to see why. A worker in oversized gloves may struggle to move their hands properly, presenting caught-in hazards while operating machinery. Larger construction workers might find their harnesses are too tight, limiting range of motion which goes beyond discomfort and can take their focus away from safety and discourage its use.

➤ The bottom line: PPE that doesn't fit isn't just inconvenient – it puts workers at risk. ⚡

That's why **OSHA** [issued a final rule](#) to revise the current personal protective equipment standard in construction. Unlike the general industry standard, [the construction industry standard](#) did not clearly state that PPE must adequately fit each affected employee. The revision requires that equipment fit each affected employee properly to protect them from occupational hazards.

Access to PPE that fits has long been a critical safety and health issue in the construction industry. For decades, most protective equipment has been designed with the average-sized man in mind, leaving everyone else struggling with gear that doesn't fit or protect them adequately.

Our new rule is **CRITICAL** to addressing this issue by ensuring that PPE is designed to protect ALL workers. When PPE fits properly, it not only provides the protection workers deserve but also encourages them to confidently use it, ensuring they can do their job safely.

[Learn more about the personal protective equipment standard in construction.](#)



# Phasing Out Pay Inequity For Workers With Disabilities



In 1938, Congress enacted the **Fair Labor Standards Act (FLSA)**, which included a provision, now referred to as [section 14\(c\)](#), that grants the **Secretary of Labor** authority to **certify employers** to pay **workers with disabilities below the federal minimum wage**. Today, **many workers with disabilities** whose employers pay **subminimum wages** are paid **less than half the minimum wage** with some **being paid just pennies** an hour for their work.

In the **past 86 years**, civil rights and **economic opportunities** for workers with **disabilities have evolved** due to **profound legal and policy** developments, the **disability rights** movement, and **changes in societal** and cultural **expectations**. Legislation, **judicial precedent** and regulatory **initiatives have fundamentally** and profoundly **altered the rights**, protections, **access and opportunities** available to **individuals** with disabilities. Additionally, these **evolving changes** to the **employment landscape** have **dramatically altered** access to **employment opportunities** and available **supports for workers** with disabilities.

Today, **numerous states** and localities have **prohibited or limited** the payment of **subminimum wages** to workers with **disabilities within** their jurisdiction. In **addition**, an **increasing number** of employers are **voluntarily opting out** of seeking **certifications** that allow them to **pay subminimum wages** to workers with disabilities.

**Section 14(c)** of the **FLSA** authorizes the **Secretary of Labor** to issue **certificates allowing** employers to pay **subminimum wages to workers** with disabilities **only if such certificates** are necessary to **prevent the curtailment** of opportunities for **employment**. On Dec. 3, the **department announced** a notice of **proposed rulemaking** to end the **issuance of new section 14(c)** certificates to **pay subminimum wages** to workers with disabilities and **phase out use** of current **section 14(c)** certificates over a **3-year period**. The department **proposes** that **subminimum wages are no longer necessary for job opportunities for workers with disabilities**.

If finalized, the **proposed rule would** not require **workers with disabilities** to leave their **current places of employment** and would **not require current** **section 14(c)** certificate holders to amend the **employment setting or type of services** they provide. **Based on reviews** of data and **information from states** that have already eliminated **subminimum wage payments** for workers with **disabilities**, the department **expects that many workers with disabilities** currently paid **subminimum wages** would be **able to transition** to full-wage **employment**, leading to **benefits for workers** and society.

The **cornerstone of our promise** to workers has **always been a fair day's pay for a hard day's work**. But for too long, **individuals with disabilities** have **been left out** of that promise. Today's **proposal** is an important **step toward addressing** that.

We encourage the **public to provide feedback** about this **proposed rule** during the **comment period**. All **comments must** be received by **11:59 p.m. ET on Jan. 17, 2025**, for **consideration** in this **rulemaking**. Comments **received after the comment** period closes **will not be considered**.

[Learn more about how to comment on a notice of proposed rulemaking.](#)

## OSHA Issues New Arc-Flash Hazard Guidance

First guidance update in almost twenty years tells workers: "Don't wear fuel"

**OSHA** released updated PPE guidance on **November 25, 2024**, to provide **Americans working on energized electrical equipment proper protection from electrical arc hazards**.

The **OSHA** announcement provides appropriate guidance for **employers and employees to ensure that arc-flash protective clothing and equipment is provided for and worn by anyone working on or near energized equipment**. Until this updated **OSHA** guidance action, over **600,000 workers** did not have proper PPE or equipment to prevent injury from deadly arc-flash hazards, despite industry standards such as **National Fire Protection Association (NFPA) 70E: Standard for Electrical Safety in the Workplace**.

In a statement, **The Partnership for Electrical Safety (PES)** said the organization strongly supports this guidance improvement and commends **OSHA** leadership for addressing this critical industrial safety concern.

Formed in **2020 to advocate for proper PPE and arc-rated and flame resistant (AR/FR) clothing for all Americans conducting work on or near energized electrical equipment**, **PES** represents the leading companies in the PPE and AR/FR clothing industries. **PES** member companies provide life-saving AR/FR gear for American workers that insulate and protect wearers from the electrical hazards they face.

This action is **OSHA's first arc-flash guidance update in almost 20 years**. It consists of **four parts, including a detailed document for employers and three one-page documents for workers**. The new guidance was primarily issued to address the two leading causes of arc flash injuries and fatalities in the U.S.: *claiming work is deenergized which does not qualify (most work fails the standard) and thus having no AR clothing or other PPE; and choosing to work energized when voltage is low (120/208, 277) despite the lack of justification and lack of PPE because of the common and dangerous myth that low voltage isn't hazardous.*

The guidance makes it clear that **low voltage, including 120/208, can sustain arc flash, produce molten metal, ignite flammable clothing, and cause severe or fatal injury**. All energized work over **50V requires an energized work permit and almost all work requires PPE including arc rated clothing**. **OSHA** also notes the significant majority of tasks which claim to be deenergized do not qualify as such. They do not meet either **LOTO (OSHA)** or **ESWC (NFPA 70E)**, and thus require PPE, including arc rated clothing: *"It is crucial to understand that deenergizing without locking/tagging out does not eliminate the electrical shock and arc flash hazards."* They further note that the steps to deenergize are energized work, as are all the steps to reenergize, and as such require PPE including arc rated clothing.

As the **U.S. continues to invest in large-scale electrification projects such as electric vehicle and direct current (DC) chargers, employers will continue to hire workers with limited training and experience against arc flash hazards**. The timing of **OSHA's important action better prepares these employers and their new employees to improve workplace safety and prevent avoidable injuries**.



**PES Chairman Scott Margolin** said, *"This new guidance is a game-changer and could not have come at more appropriate time. In addition to the hundreds of thousands of electricians currently being asked to work without life-*

*saving PPE, we're at an inflection point. Our country is investing in renewing the grid, EVs and DC chargers as the electrification of American continues. OSHA recently made NFPA 70B - maintenance of electrical gear - a standard as well. This is fantastic progress, but will expose far more American workers - many of whom will have less training, experience, and PPE - to potential arc hazards, injuries, and fatalities. OSHA's guidance update was imperative to clarify requirements and improve safety now. PES applauds OSHA's urgent commitment to take action."*

**PES** has worked closely with **OSHA** leadership and engaged a bi-partisan coalition of **Members of Congress and U.S. Senators** with industry backgrounds and key roles on committees of jurisdiction with oversight of worker safety. **PES** commends Rep. Donald Norcross (NJ-1<sup>st</sup> District), Rep. Brian Fitzpatrick (PA-1<sup>st</sup> District), Senator John Hickenlooper (CO), and Senator Mike Braun (IN) for their leadership in encouraging **OSHA** to act. **PES** is working with **OSHA**, Congressional leaders, and industrial partners to share this important information and provide education opportunities for workers.

U.S. Representative Donald Norcross said, *"Electrical workers are essential to infrastructure improvements and maintenance across our nation. As an electrician, I know the very real dangers these men and women face every day, and I'm glad OSHA is taking steps to ensure anyone working on or near energized equipment is protected from life-threatening arc-hazard events. Our workers deserve the best, and I will always fight to make that happen."*

*"Our nation's dedicated electrical workers brave dangerous conditions every day to fortify our power grid and secure a sustainable future that keeps our homes and communities running,"* said U.S. Representative Brian Fitzpatrick. *"I commend OSHA for taking decisive action to protect these indispensable workers by implementing critical safety guidelines that prioritize their well-being and ensure their protection."*

*"We're already in the process of electrifying America. But we shouldn't sacrifice our workers' safety as we do it,"* said U.S. Senator John Hickenlooper. *"Electric arc hazards are dangerous. Workers need proper training and protective equipment to stay safe. These new guidelines will save lives and prevent unnecessary injuries as we unlock our clean energy future!"*

View the updated **OSHA** guidance [here](#).

# Recent Crane Collapses, OSHA Citations and Safety Best Practices



High-rise crane operations can be fatally dangerous if construction teams aren't careful. While that may seem obvious, instances of crews overlooking critical crane safety steps are all too common.

The Bureau of Labor Statistics reports roughly 44 crane-related deaths per year. This figure doesn't include near-miss accidents. While such data is widely available, incidents still happen, suggesting statistics alone may not be enough to encourage safer behavior.

## Recent Crane Collapses

The importance of thorough safety procedures is easier to grasp when viewed through the lens of recent accidents. Several crane collapses have occurred over the past months that illustrate the dire need for change.

### Fort Lauderdale, Florida, April 2024

In April 2024, a 27-year-old rigger died after falling 30 stories from a tower crane in Fort Lauderdale, Florida. As a result, OSHA imposed a fine of \$61,299 — the maximum penalty the agency can legally recommend — against the two contractors it found at fault.

The fatal fall happened when a support cable on the crane failed, causing the platform two workers were standing on to slip. While one employee was wearing proper safety harnessing and survived, the other was not.

OSHA found five serious violations contributing to the tragedy. One contractor failed to identify and replace faulty bolts in the crane's climbing frame, ensure the use of fall protection and to pre-inspect the crane. The crane rental company failed to recognize the deficient parts and allowed employees to start working without an additional inspection.

### Brooklyn, New York, August 2024

Another crane collapse occurred four months later in Brooklyn, New York. Part of a crane boom crashed into a nearby apartment building, damaging part of the roof.

Unlike the Fort Lauderdale case, no one was killed or injured in this accident. However, it could have been far worse.

The cause of the collapse is still under investigation, so OSHA and other authorities have yet to issue any penalties. Still, it highlights the need for greater care on the worksite. Occupants were in the apartment building at the time, and broken crane booms don't typically occur without there being signs of wear, which a thorough inspection should have caught.

### St. Petersburg, Florida, October 2024

Some high-rise crane collapses occur because of extreme outside forces. Such is the case of a St. Petersburg crane that fell nearly 550 feet from high winds from Hurricane Milton. While the machinery fell into an empty building, the resulting damage was immense and could have been worse had people in the area not evacuated for the hurricane.

The company behind the construction operation likely won't face penalties, as Florida law does not mandate wind protection for cranes. However, the city reportedly advised the firm to take the equipment down before the storm. When they did not, officials instead warned nearby residents and businesses.

While a hurricane is not something most construction sites encounter, the St. Petersburg incident highlights the need for broader protections. Inclement weather can quickly turn a safe operation into a highly hazardous one. Greater care and forethought to account for such changes in risk could prevent injuries and material damage.

## What to Learn from Recent Crane Incidents

These crane collapses show how failure to abide by safety standards affects human lives, even if a company escapes fines. Insufficient protections cause nearly 880 fall-related deaths each year, and as these cases show, even non-fatal accidents can lead to significant damage.

Failing to inspect equipment before using it can lead to a host of issues. That applies to both companies renting out cranes and teams using them on the job.

Recent accidents showcase how crane safety may need adaptation across different environments. The Brooklyn site had the added hazard of nearby residential buildings. The St. Petersburg collapse had to deal with special environmental circumstances. Safety leaders should take note of these differences and consider how their sites may pose unique risks.

## Best Practices for Safe Crane Operations

Operators can avoid such incidents with attention to a few best practices. Here are four key steps to prevent collapses like those in Fort Lauderdale, Brooklyn and St. Petersburg.

### 1. Use the Right Equipment for the Job

*The first measure is to match cranes and their complementary systems to the job at hand. A crane rated to withstand normal winds would not be safe in the St. Petersburg accident. Likewise, the Fort Lauderdale tragedy required additional attention to fall protection systems.*

*Carry deck cranes are good for mobility but unsafe on rough surfaces, so jobs on uneven ground should opt for a crawler crane instead. Jobsites in windy areas should implement additional rigging to prevent collapses.*

### 2. Verify All Rigging and Fall Protection Before Use

*Regardless of what equipment a firm uses, it must inspect it thoroughly before anyone gets on it. This applies to both the crane itself and to fall protection measures and any attached platforms.*

*Any signs of wear require further review before work can begin. Teams must either test the affected system to ensure it's safe or repair or replace it. Contractors should also have experienced, certified employees perform these inspections to minimize errors.*

### 3. Train Employees Thoroughly

*Similarly, all employees working on or near a crane need extensive training. OSHA requires a qualified person to perform inspections, suggesting they should have formal education or firsthand experience in equipment safety and safe working protocols. However, businesses should go beyond this requirement.*

*All workers on the site should understand how cranes could impose hazards and know how to communicate any suspicious signs they notice. Requiring employees to re-test and certify their knowledge at least once a year will help prevent complacency from overruling safety.*

### 4. Take Advantage of Technology

*Finally, teams can take their crane safety further by capitalizing on technology. A recent study identified 13 technologies to address common hazards around cranes and their operation. These include the following:*

- Drones
- Proximity sensors
- Radar
- Fatigue-monitoring wearables
- Cameras
- Wind speed sensors

*Using systems like this will incur higher upfront costs. However, the added visibility and improved response times will more than make up for that investment by preventing costly, potentially deadly accidents.*

## Construction Crews Cannot Overlook Crane Safety

The need for crane safety should be evident, but as recent cases show, contractors still overlook some vital steps. Managers should respond to these stories by reflecting on their own operations for similar gaps. Learning from mistakes in the past can ensure a safer future.

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## Using Portable Generators Safely

Portable generators are internal combustion engines used to generate electricity. They are useful when temporary or remote power is needed, and are commonly used during cleanup and recovery efforts following disasters such as hurricanes, tornadoes, etc.



This fact sheet discusses specific hazards inherent with the use of generators and also provides helpful information to ensure that workers and others using such equipment remain safe.

[OSHA Fact Sheet](#)

# Requiring Employers to Keep Employees Informed

## Labor Law Posters

Some of the **statutes** and **regulations** enforced by the **U.S. Department of Labor (DOL)** require that **notices be provided** to employees and/or **posted** in the **workplace**. **DOL** provides **free electronic copies** of the **required posters** and some of the **posters** are available in **languages** other than **English**.

**Posting requirements** vary by **statute**; that is, **not all employers** are **covered** by each of the **Department's statutes** and thus **may not be required** to post a **specific notice**. For example, **some small businesses** may **not be covered** by the **Family and Medical Leave Act** and thus **would not** be subject to the **Act's posting requirements**.

The [elaws Poster Advisor](#) can be **used to determine** which **poster(s)** employers are **required to display** at their **place(s) of business**. Posters, **available** in **English** and **other languages**, may be downloaded **free of charge** and printed **directly** from the **Advisor**. If you **already know** which **poster(s)** you are **required to display**, the **site** makes it easy to **download and print** the appropriate poster(s) **free of charge**.

Please note that the **elaws Poster Advisor** provides **information** on **Federal DOL poster requirements**. For **information** on **state poster requirements**, please visit [state Departments of Labor](#). For **Colorado posters**, use this [link](#).

Each month we'll highlight a different topic and do our best to keep you up to date on any new or changing statutes and regulations.

As we approach 2025, significant revisions to labor law postings are expected. Employers will need to stay informed and ensure all required notices are updated and prominently displayed.

2024 has already seen 50+ mandatory updates with many more to come. We'll continue to post updates as we see them.

## Colorado Labor Law Poster (*State, Federal, & OSHA in One Poster*)



### Product Overview

The 2025 State, Federal, & OSHA Labor Law Poster is up to date and meets compliance requirements for all businesses in Colorado, including all 9 required notices from CO, Federal & OSHA in one poster.

[Pre-Order 2025](#) (English and Spanish) Shipments pending release of update(s) from the state Department of Labor

## Reminder - Federal Drug Testing Custody and Control Form Mandatory

▶ **DOT-regulated employers and their service agents [collectors, laboratories, Medical Review Officers (MRO)] must use the 'revised CCF'.** ◀



[Learn more](#) about what this means for DOT drug testing.



**COLORADO**  
Department of Revenue

**Home page for State of Colorado/ Colorado Department of Revenue –**  
Division of Motor Vehicles - [link](#)

### DOT 2025 Regs Violation Penalty Increases

The Department of Transportation published a [final rule](#) in the *Federal Register*, effective Monday, Dec 30, 2024, updating the civil penalty amounts that may be imposed in 2025 for violations of certain DOT regulations, including **Federal Motor Carrier Safety Administration** regulations focused on in trucking-company audits.

This is an annual move required by the Federal Civil Penalties Inflation Adjustment Act Improvements Act.

[The updated fines for FMCSA regulations violations can be seen here](#) (pdf)

## Truck-Involved Crash Fatalities Declining, NHTSA Reports



A recent report released by the **National Highway Traffic Safety Administration (NHTSA)** projects **total estimated fatalities** in crashes involving **large trucks** were on the **decline** through the **first half of 2024**.

**NHTSA** defines **large trucks** as those with a **gross vehicle weight rating (GVWR)** greater than **10,000 lb.**, and include **both commercial** and **non-commercial vehicles**.

Overall, **NHTSA** reported that **an estimated 18,720 people** died in **motor vehicle traffic** crashes during the **first half of 2024**, a decrease of **about 3.2%** as compared to **19,330 fatalities** projected to have occurred in the **first half of 2023**. The estimated **fatality rate** for the **first half of 2024** is **1.17 fatalities** per 100 million **VMT** (*vehicle miles traveled*), down from the **projected rate** of **1.21 fatalities** per 100 million **VMT** in the **first half of 2023**.

On a **category basis**, **NHTSA found decreases** almost **across the board**. Fatalities on **rural interstates** were **mostly flat** in the **first half of 2024** compared to the **first half of 2023**, while **urban interstate fatalities** were **down 8%**. Fatalities in **crashes occurring** at night were **down 4%**, as were **fatalities** in crashes **occurring on weekends**.

**NHTSA reports statistics involving large trucks** were as follows:

- *Total estimated driver fatalities decreased by 3%*
- *Total estimated passenger fatalities decreased by 7%*
- *Total estimated passenger vehicle occupant fatalities decreased by 6%*
- *Total estimated motorcyclist fatalities increased by 1%*
- *Total estimated pedestrian fatalities decreased by 3%*
- *Total estimated pedalcyclist fatalities decreased by 1%*
- *Total estimated fatalities in crashes involving at least one large truck decreased by 1%*

**In total**, there were **an estimated 2,523 fatalities** in crashes involving **large trucks** in the **first half of 2024**, down from **2,561** in the **first half** of 2023, **NHTSA** adds.



# DOT Amends Oral Fluid Drug Testing Procedures

## Part 40 Final Rule - DOT Summary of Changes



On November 5, 2024, the Department of Transportation (DOT) published a final rule in the *Federal Register* ([89 FR 87792](#)). This final rule amends the DOT's regulated industry drug testing program primarily as it relates to oral fluid testing.

### When is the final rule effective?

The final rule was effective December 5, 2024.

### What does this mean for collectors?

- 1) *The rule clarifies that a qualified urine collector ([§ 40.33](#)) is not a qualified oral fluid collector ([§ 40.35](#)), and vice-versa.*
- 2) *The rule provides temporary qualification requirements for mock oral fluid monitors.*
  - *DOT clarifies that generally, a qualified collector for the oral fluid mock collections required under § 40.35(c) must be a qualified oral fluid collector and have specific experience in oral fluid collections or training.*
  - *Prior to this rulemaking, there were no qualified oral fluid collectors per §40.35(c)(2) to monitor and evaluate a trainee's mock collections.*
  - *To best facilitate the timely training of oral fluid collectors, the final rule permits an individual who is not a qualified oral fluid collector to serve as the monitor for oral fluid mock collections **ONLY** if:*
    - *The individual successfully completes an oral fluid "train the trainer" course ([§ 40.35\(c\)\(2\)\(iii\)](#)); **OR***
    - *The individual conducts oral fluid collector training ([§ 40.35\(c\)\(2\)\(ii\)](#)).*
    - *DOT is waiving the requirement that an individual have at least 1 year experience conducting oral fluid collector training.*
    - *The individual conducting the oral fluid collector training should (1) have a thorough understanding of Part 40, (2) be well versed in the course content they are teaching, and (3) maintain records to demonstrate that the training was conducted. The course content must meet the requirements specified in [§ 40.35\(b\)](#).*

**The temporary regulatory relief outlined above will sunset one year after HHS publishes a *Federal Register* notice that it has certified the first oral fluid drug testing laboratory.**

- *After the one-year period, individuals observing oral fluid mock collections (i.e., monitors) will need to comply with the qualified oral fluid collector requirements in [§ 40.35\(c\)\(2\)](#).*
  - *So that all are aware of the effective dates of the regulatory flexibility, DOT will publish a *Federal Register* document specifying the date the first oral fluid laboratory was certified by HHS and the effective date that individuals observing mock collections (i.e., monitors) will need to comply with the qualified collector requirements in [§ 40.35\(c\)\(2\)](#) established in the May 2023 final rule.*
- 3) *The rule identifies which individuals may be present during an oral fluid collection*
    - *An oral fluid collector must not allow any person other than the collector, the employee, or a DOT agency representative to actually witness the testing process.*
  - 4) *The rule clarifies how collectors are to document that a sufficient volume of oral fluid was collected*
    - *After an employee provides a sufficient oral fluid specimen, the collector must check the "Volume Indicator(s) Observed" box in Step 2 of the Federal CCF to document that the collector observed the volume indicator(s).*

### Can individuals complete oral fluid collection device training and oral fluid mock collections before HHS certifies oral fluid testing laboratories?

- *Yes. **However**, training on an oral fluid collection device that has not been approved for use as part of an official HHS laboratory certification package comes with the risk that the device may not be ultimately included by a laboratory with its application package to HHS and/or approved for use by HHS.*
- *This risk is borne entirely by the trainer and prospective collector, as DOT does not have any role in determining which particular oral fluid collection device is submitted by a laboratory as part of its application to HHS.*

### Where can I find a copy of the final rule?

**NOTE:** This document is a brief summary of the rule and should not be relied upon to determine legal compliance with the rule.

ODAPC encourages affected entities, including employers and service agents, to review the final rule at [ODAPC's web site](#).

**MJS Legacy Safety** will complete our "qualified oral fluid collector" training as soon as classes are released and available.

Questions? Give us a call!

# Fleetworthy's 2025 Trucking and Fleet Insights Report Highlights Major Challenges Facing Trucking Industry



Fleetworthy, the only technology suite for fleet safety, compliance, and efficiency, recently released its **2025 Trucking and Fleet Insights Report** that reveals key challenges fleets and owner-operators face in regard to compliance, safety, and administrative-related tasks.

The report, which surveyed 300 U.S.-based employees of large (500+ vehicles) and midsize (50-500 vehicles) trucking companies and owner-operators (single truck operators), provides a glimpse into some of the greatest business administration pain points fleets and owner-operators face daily.

The report found that the increasing costs and administrative tasks required for trucking companies to maintain compliance and run efficiently are major issues impacting operations. Key findings include:

- 96% of respondents reported reducing costs in other areas of their business to cover compliance-related expenses over the past 12 months.
- 93% of respondents face significant challenges in managing tolls, including the complexity of multiple transponders and unpredictable toll expenses.
- 35% of owner-operators said they have considered ceasing operations due to rising costs and time required to manage compliance tasks.

*“With regulations in our industry constantly changing, fleets and owner-operators are spending a lot of time and money ensuring their trucks and company are staying compliant,”* said Michael Precia, Fleetworthy President and Chief Strategy Officer. *“In many cases, keeping up with compliance-related tasks hampers a trucking company’s ability to grow its business. In fact, 95% of all respondents in this report said compliance challenges are holding fleets and owner-operators back from growing their businesses and offering new services. This report provides a great look into what compliance, safety, and other administrative challenges fleets are faced with and how they’re responding to them.”*

According to the report, the possibility of a nuclear verdict in the event of a significant accident or legal dispute is a top concern. This is especially the case for midsize and small trucking operations that have more limited resources and capabilities to maintain robust compliance records and safety programs. In the report, 35% of leaders at midsize fleets reported being very or extremely concerned about being involved in a nuclear verdict case.

Despite concerns regarding nuclear verdicts, 93% of all fleet leaders surveyed believe their organization has a strong safety culture and is well informed on all DOT regulations. Among owner-operators, 97% thought they were more aware of safety and compliance best practices and DOT regulations compared to other independent truckers on the road.

To assist with fleet and driver safety, the report found an overwhelming majority of all respondents (96%) have made some type of investment in safety equipment in the past 12 months. In addition, in-cab cameras and monitoring systems are among the top (51%) of equipment fleet and owner-operators are adding.

For more insight on compliance, safety, and administrative trends impacting commercial fleets and owner-operators, download the [2025 Trucking and Fleet Insights Report](#).

## FMCSA Proposes to Delay Compliance Date for Broker Financial Responsibility Rule

With a new online registration system on the horizon, the Federal Motor Carrier Safety Administration is proposing to extend the compliance date of a [final rule](#) that changes the financial responsibility requirements for brokers and freight forwarders.

The rule, which was finalized Nov. 16, 2023, contains certain provisions with a Jan. 16, 2025, compliance date, while other provisions have a Jan. 16, 2026, compliance date.

The agency said it’s proposing the compliance date delay for the provisions for which the compliance date is Jan. 16, 2025, because FMCSA “has determined that only its forthcoming online registration system will be used to accept filings and track notifications, and this functionality will not be added to its legacy systems. As the new system is not expected to be available before Jan. 16, 2025, FMCSA proposes to extend the compliance date to provide regulated entities time to begin using and familiarizing themselves with the system before compliance is required.”

The new compliance date would be Jan. 16, 2026, to align with the date already set for the other provisions in the rule.

# FMCSA Expanded the Crash Preventability Determination Program



On December 1, **FMCSA** expanded the **Crash Preventability Determination Program (CPDP)** to now include **21** eligible crash types for review. **FMCSA** expanded eligibility for current crash types to include indirect strikes and added four new crash types.

The **Crash Preventability Determination Program** reviews **21** specific crash types and modifies information in the Agency's **Safety Measurement System (SMS)** to distinguish not preventable crashes. Under the **CPDP**, if you were involved in an eligible crash, you may submit a **Request for Data Review (RDR)** with the required

police accident report and other supporting documents, photos, or videos through the Agency's [DataQs system](#).

Crashes determined to be **Not Preventable** through the **CPDP** are removed from the calculation of the **Crash Indicator Behavior Analysis Safety Improvement Category (BASIC)** in **FMCSA's SMS**, but are still listed on the website. **Not Preventable** determinations are also noted in **FMCSA's Pre-employment Screening Program**.

## Crash Eligibility

Crashes on or after **December 1, 2024** follow this [eligibility list](#), while those prior to **December 1, 2024**, will be reviewed under the [previous standards](#). **FMCSA** cannot review crashes older than **5 years**.

For more information and resources, please visit the **FMCSA's CPDP website**.

[Crash Preventability Determination Program FAQs \(pdf\)](#)

## FMCSA Revokes Certifications of 4 ELDs



The **Federal Motor Carrier Safety Administration** recently removed four electronic logging devices from the agency's [list of registered ELDs](#).

The devices removed from the list, effective Dec. 11, are:

- *Columbus ELD, model number C-US*
- *MasterELD, model number MELD02*
- *MasterELD, model number MELD03*
- *MasterELD, model number MELD04*

**FMCSA** did not provide specifics on why the devices were revoked, other than that the providers failed to meet the minimum requirements established in [49 CFR part 395, subpart B, appendix A](#), specifying the functional specifications for ELDs. (*This story will be updated with any additional information from the ELD providers.*)

**FMCSA** said it will send an industry-wide email to inform motor carriers that all who use these revoked ELDs must stop using the revoked ELDs and revert to paper logs or logging software to record required hours of service data, and replace the revoked ELDs with compliant ELDs from the [Registered Devices list](#) before Feb. 9, 2025, 60 days from the effective date. Meanwhile, if the ELD providers correct all identified deficiencies for their devices, **FMCSA** will reinstate the ELDs back to the registered devices list and inform the industry of the update.

During the 60-day period, safety officials are encouraged not to cite drivers using these revoked ELDs for [395.8\(a\)\(1\)](#) ("No record of duty status") or [395.22\(a\)](#) ("Failing to use a registered ELD").

Instead, enforcement officers should request the driver's paper logs or logging software, or use the ELD display as a back-up method to review the hours of service data.

## Truck History Reports

Look up the full history of any truck, including: reported accidents, inspection violations, insurance claim, owner history and more.

[Find Report](#) . . . . .

And learn more about truck history reports.

# CVSA Releases 2024 Operation Safe Driver Week Results



## Speeding, seat belt use among top trucker violations

Law enforcement officers in Canada and the U.S. pulled over 11,050 vehicles during the 2024 Operation Safe Driver Week. Officers issued 2,712 tickets/citations and 3,228 warnings to commercial motor vehicle and passenger vehicle drivers for various unsafe driving infractions.

Operation Safe Driver Week is an annual, pre-announced safe-driving initiative aimed at improving driving behaviors through traffic enforcement strategies, interactions with law enforcement, and outreach and awareness campaigns.

From July 7 to 13, officers issued 2,439 warnings and 1,583 tickets/citations to commercial motor vehicle drivers and 789 warnings and 1,129 tickets/citations to passenger vehicle drivers for unsafe driving behaviors.

Reckless/careless/dangerous driving was the focus area for this year's Operation Safe Driver Week. Five warnings and 31 citations were given to drivers for reckless, careless or dangerous driving. Any person who drives a vehicle in willful or wanton disregard for the safety of persons or property is driving recklessly. Careless/dangerous driving is defined as operating a vehicle without due care and attention or reasonable consideration for other motorists or people on the road.

Speeding was a top infraction during Operation Safe Driver Week. A total of 1,694 warnings and 1,226 citations/tickets were issued for speeding. Commercial motor vehicle drivers received 1,221 warnings and 502 tickets/citations, and passenger vehicle drivers received 473 warnings and 724 citations/tickets for speed-related infractions.

According to the U.S. National Highway Traffic Safety Administration (NHTSA), there were 12,330 speeding-related fatalities in the U.S. in 2021, and speeding was a contributing factor in 29% of all fatal motor vehicle traffic crashes. Transport Canada found that speeding was contributing factor in 21.9% of all fatal collisions in Canada in 2022.

Another top unsafe driving behavior identified during Operation Safe Driver Week was failure to wear a seat belt. A total of 354 warnings and 554 tickets/citations were issued. According to the Centers for Disease Control and Prevention, wearing a seat belt is the most effective way to prevent injury or death in a motor vehicle crash. Seat belts reduce serious crash-related injuries and deaths by about half.

Commercial motor vehicle drivers received 328 warnings and 473 tickets/citations for not wearing their seat belt. According to the U.S. Federal Motor Carrier Safety Administration (FMCSA), an estimated 14% of commercial motor vehicle drivers do not wear their seat belt.

During Operation Safe Driver Week, passenger vehicle drivers were given 26 warnings and 81 tickets/citations for failure to wear a seat belt. NHTSA states that 8.1% of passenger vehicle drivers do not wear their seat belt.

Texting or using a handheld device was another top violation. A total of 158 warnings and 169 tickets/citations were issued to drivers who were texting or using a mobile device while driving.

## FMCSA Announces Changes to Safety Measurement System (SMS)

Coming Soon: An Enhanced Safety Measurement System.



FMCSA is working on a re-design of the SMS web system to display the results of the new SMS methodology. This enhanced SMS will build on the streamlined design of the CSA Prioritization Preview website.

All the forthcoming approved changes to SMS are explained in detail on the [CSA Prioritization Preview website](#).

### Public Q&A Webinars

FMCSA will be hosting a second series of webinars on the SMS changes. These webinars will be an opportunity for motor carriers to make sure they understand the changes, and how they will impact their SMS results, before the changes go into effect.

Information on the first webinar will be posted to the [CSA Prioritization Preview website](#) in January 2025.



# 5 Common Truck Driver Health Issues

**Need solutions for truck driver health issues? Understandably, life on the road is a tough job. The demands of the job often lead to a diet centered around store-bought goods and ready-to-consume food and drinks. Unfortunately, these eating habits can put a truck driver's health at risk.**



## Obesity

Being on the same posture for most of the time, truck drivers face various health problems. Obesity is one of them. This health condition is usually defined on the basis of body mass index.

The fast-food culture and sedentary life style affects the overall bodily metabolisms and raise severe health risks.

Most drivers have a microwave installed in a truck cabin that lets them heat fast food on the go.

Consuming ready-made fast food out of boxes on-the-go is not a healthy option. Without physical workout, it causes the body to gain weight and leads to obesity.

According to CDC research, seven out of ten truckers are obese in the U.S. alone. One truck driver even informed the researchers how common it was to become obese while driving trucks and long hauling vehicles.

Most of them had eating habits limited to highway restaurants, where the food is not as healthy as home-cooked meals. Further issues that come with obesity include coronary diseases, insomnia, and type 2 diabetes etc.

**Solution:** As a driver, it is undoubtedly essential to take care of your health. But, for that to happen, drivers have to take care of their eating habits.

- Eat fresh cut fruits and vegetable servings regularly
- Include mixed dry fruits and whole grains in your diet
- Avoid sugar drinks and fried food items from the list
- Balance the diet plan with enough food varieties with appropriate calories
- Avoid high energy supplying servings and opt low-fat platters
- Spent at least 15 minutes on active exercise such as walking, jogging etc.

## Lung Cancer

CDC studies further predicted that over 70 percent of truck drivers smoke. Apart from that, being continuously exposed to diesel exhaust gas, truck driver lives are prone to deadly diseases.

Though smoking helps drivers stay stress-free, it also increases their chances of acquiring lung cancer.

Even if a trucker does not smoke, he may still get lung cancer when exposed to gasoline fumes and similar chemicals.

**Solution:**

- Try to reduce the amount of smoking on a daily basis and quit it
- Practice other stress-relief methods while driving instead of smoking
- Maintain vehicle smoke emission standards within the recommended scale
- Never permit others to smoke inside the vehicle cabin
- Ensure enough air circulation across the driver cabin

## Obstructive Sleep Apnea

This health issue is common among drivers especially smokers and obese people. The affected person may not be able to breathe when they sleep. Their tongue folds back and blocks the air-flow.

As a result, it can lead to improper rest, causing the body to tire easily. Sleep apnea has also been known to cause the body to slow down its reaction time.

Our body express the symptoms in several ways such as loud snoring, day sleeping, morning headache, nery sleep, irritation, mood swing, anxiety, depression, memory loss etc.

The issue is so critical that some countries do not allow drivers to drive if they have this condition.

**Solution:** Research says that sleep apnea is linked to smoking, obesity, and even genes.

- Take appropriate food, water and rest while on the trip
- Do not smoke, binge-eat and drink alcohol which can result in sleep apnea
- Don't indulge in alcohol and other drug substances
- Take immediate treatment and rest until you are free from the condition

## Unbalanced Sleep Routine

Driving routine driveways and weather conditions are not always fixed. Drivers may need to push for indefinite hours without a fixed pattern. This can cause the body to develop fatigue due to improper sleeping routine.

A traffic jam or a poor weather condition can disrupt the whole-day plan of drivers and force them to extend their shifts to late hours. Also, managers compel drivers to deliver the consignments regardless of any external reasons. This impacts the resting hours of drivers and leads to further days.

### **Solution:**

- *Try to stick with daily schedules while on a trip*
- *Demand for a fixed time and shift roster for exchange duty*
- *Get familiar with the route and roadside shelters*
- *Ask for compensational resting hours for the extra hours*
- *Take adequate food and rest at proper intervals*

## Musculoskeletal Injuries

Due to limited mobility in the cabin, drivers may not be able to move their muscles much even if they want to. Sitting on the same seat for hours can lead to neck and back injuries.

Plus, their bodies can develop spasms due to overexertion on the body. Ignoring these pains and aches can lead to chronic musculoskeletal injuries.

### **Solution:**

- *Practice body stretching exercises during a trip*
- *Take proper interval over a trip to refresh your body*
- *Avoid excessive tension on the body and be in relaxing posture*
- *Move all body parts at least a couple of times while on a trip*
- *Consult a doctor and take necessary diagnosis and treatment*

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## The Federal Motor Carrier Safety Administration (FMCSA) is Proposing New Rules to Increase Broker Transparency in Freight Transactions:

### ▪ **Electronic recordkeeping**

Brokers would be required to keep records electronically, making them easier for carriers and shippers to access.

### ▪ **Itemized charges and fees**

Records would include all charges and payments associated with a shipment, including the amount, date, and description. This would include any claims, such as damage or delay.

### ▪ **Provide records upon request**

Brokers would be required to provide records within 48 hours of a request from a party to the transaction.

### ▪ **Reframe the requirement**

The requirement would be reworded to clarify that it's a regulatory duty for brokers, rather than a right for transacting parties.



## The FMCSA's Goal is to Promote Fairness and Efficiency in the Transportation Industry.

### THE AGENCY BELIEVES THAT THE PROPOSED RULES WOULD:

- Correct information asymmetries, where brokers have more information about a load than carriers
- Promote efficiency in the motor carrier transportation system
- Help carriers defend themselves against claims on a shipment
- Emphasize brokers' duty to comply with regulations

The FMCSA is accepting public comments on the proposed rule through January 21, 2025.

You can monitor the FMCSA website at [www.fmcsa.dot.gov](http://www.fmcsa.dot.gov) for updates.

# Importance of Tire Air Pressure During Winter Months



Considering mileage, rolling resistance, and durability, proper air pressure has an overwhelming impact on each of these.

*"Baby it's cold outside."* Many of us have heard that song, and those of us who are on the road during winter weather can relate.

Trust me when I say **your tires also can relate**, too. In short, **cold air has a major impact** on them as well. We can **bundle up to beat the cold**, but the **tire needs something different — proper air pressure**.

We know that as a tire runs, it **heats up**, coupled with **ambient temperatures**, creates increases of air pressure inside the tire chamber. This **phenomenon applies to the cold as well**, except in the reverse.

Ambient Temperature (°F)	Tire Pressure Change (PSI)	Results
+30°F	+3 to +6 PSI	103-106 PSI
+20°F	+2 to +4 PSI	102-104 PSI
+10°F	+1 to +2 PSI	101-102 PSI
Starting Temp.	Baseline @ 100 PSI	100 PSI
-10°F	-1 to -2 PSI	99-98 PSI
-20°F	-2 to -4 PSI	98-96 PSI
-30°F	-3 to -6 PSI	96-94 PSI

*This chart is approximate and does not take into consideration of the heat generated when the tire is in operation.*

The **chart gives examples of the effect that ambient temperatures can have on the air pressure** inside the tire chamber.

Check and **adjust the air pressure** indoors when the **equipment is not cold (outside temp)**. Doing this **gives you the best baseline**, ensuring proper **pressure for the capacity** required.

Ensure your **air delivery supply has air driers** and that they are **functional**. Use of **nitrogen is also an advantage**.

Tire **maintenance is a vital part of any fleets program** and has a **large impact** on their **bottom line**. Considering mileage, **rolling resistance**, and durability, **proper air pressure has an overwhelming impact on each of these**. Whether **hot, cold, or just right, temperature and air pressure remain a tires best friend or worst enemy**.

**What effects can temperature and resulting changes in the air pressure potential have on a tire?**

## Underinflated

- *Reduced fuel efficiencies*
- *Increased outside (shoulder) wear*
- *Increased risk of sudden loss of air (blowout)*

## Overinflated

- *Reduced traction, (not allowing the radial tire to flex as designed)*
- *Increased center tread wear*
- *Harsher ride*

Use of **proper valve caps and procedures** are also things to **consider**. We all know that **anything below 32 degrees will freeze water**. We also know that **when water freezes, the ice expands**. When **checking air pressures in the cold** there are a **couple things to take into consideration** when possible.

Use **metal non-pass-through valve caps**. Pass through **caps can collect moisture** from the **tire chamber** or from the **air supply**. When this cap is **introduced to the colder ambient air** it can **freeze and expand**, potentially **releasing air**. Solid metal **caps can assist in preventing this**.

*"People dealing with an issue on the side of the road are in a dangerous position, especially our first responders and others who regularly are near live traffic,"* said Shoshana Lew, executive director of CDOT.

*"It is up to all of us, in every situation, to make the road as safe as possible when we see a vehicle pulled over on a shoulder. Move over and slow down for everyone, every time."*



## **Colo. Law: Move Over for Me**

[HB23-1123](#) REQUIRES that drivers move over a lane whenever they encounter **ANY** stationary vehicle with its hazards flashing – and if they can't move over, they **Must Slow Down** to at least 20 mph below the posted speed limit.

**~ IT'S THE LAW ~**

## Connect with MSHA

The Mine Safety and Health Administration is now on [FACEBOOK!](#)  
FOLLOW NOW FOR MINING NEWS, REGULATIONS, AND SAFETY & HEALTH BEST PRACTICES.



## More Than \$10.5M in Training Grants Will Help Protect Miners Nationwide

The U.S. Department of Labor announced recently that its [Mine Safety and Health Administration](#) has awarded more than \$10.5 million in grants to organizations in 45 states, the Navajo Nation and the Commonwealth of the Northern Mariana Islands to reduce mining accidents, injuries and illnesses by supporting programs such as safety and health courses.

**MSHA** grants will support the delivery of federally mandated training and re-training for miners at surface, underground coal and metal and nonmetal mines, and miners employed in shell dredging or surface stone, sand and gravel-mining operations.

*“Training is crucial to ensuring the protection of miners’ safety and health and the grants awarded today will support these essential training programs,”* said Assistant Secretary for Mine Safety and Health Chris Williamson. *“Every miner deserves to end their shift safe and healthy, and quality educational programs will go a long way toward reducing mining accidents, injuries and illnesses.”*

**MSHA** state grants are awarded in response to applications by states and territories. Funds are provided to state departments and agencies, and to state-supported universities and colleges. Programs are tailored locally to address conditions and hazards miners in various areas may encounter.

- [Learn more about the grants awarded.](#)
- [Get information on our annual conference for mine safety trainers.](#)

## Report Emergency

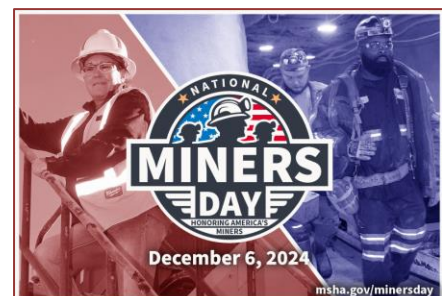
[Report Accidents & Hazardous Conditions](#)  
1-800-746-1553

Mine operators are required by law to report all mining accidents immediately – within 15 minutes of when the operator knew or should have known about the accident.



### Health tool for miners

Office of the Chief Information Officer worked collaboratively with the [Mine Safety and Health Administration](#) to develop a [new tool](#) that provides quick access to health services tailored to miners' needs.



On National Miners Day, we join together to show our appreciation for the miners—past and present—that power our homes, support our national defense and have built our nation with their hands.

On this day every year, we remember all the miners who we have lost in mine accidents and disasters, and those who suffered because of preventable occupational illnesses such as silicosis and black lung disease. We also remember all the affected families and communities.



## Workplaces Are Often Mismanaging Mental Health Risk – Here's How



In 2024, a troubling statistic emerged: more than 12 percent of American workers have experienced a colleague losing their life to suicide, or attempting it in the past year. While companies are working hard to address the issue, when looking deeper into the current training strategies employed for corporate mental health programs, a glaring flaw becomes evident.

The most common approach to mental health training in the workplace still relies on a small group of people – managers – to be responsible for the mental wellbeing of an entire organization, and frankly, that's an impossible task.

Signs and symptoms of mental health distress can be subtle and can show up at any time. Many employees feel uncomfortable discussing their mental health with an authority figure at work and may first confide in their colleagues. For these reasons, it's critical that every employee is trained in how to respond when symptoms of mental health distress become evident.

### Limitations of manager-focused mental health training

Many organizations are tempted to leave this sensitive matter in the hands of their most trusted and veteran employees: their managers and department heads. Managers are the people that create and uphold the corporate culture within the organization, so companies often see them as the right choice to spearhead this important initiative.

But managers may not always be in the best position to detect subtle signs of mental distress or provide immediate support for employees experiencing severe depression or anxiety.

Managers are often not the person employees want to turn to in a mental health crisis for any number of reasons. Employees may not feel comfortable with their manager or their manager may be playing a role in their mental health struggles. No matter the reason, employees should have options for who they can turn to. This is why it is essential to broaden the scope of mental health training to include all employees. Every member of the workforce should be trained to recognize and respond to mental health issues, ensuring a more supportive and aware work environment.

### Engaging the full workforce

Consider this, approximately 20 percent of US workers have recently struggled with thoughts of self-harm or suicide. It's clear the workplace mental health crisis is far-reaching and that a shift in how we address it is required.

All employees, not just managers, must receive training on how to recognize and respond to mental health crises. According to [Wysa's Colleagues in Crisis report](#), 34 percent of employees feel ill-equipped or uncertain of how to help a struggling colleague. Ideally, there should be near-total participation in workplace mental health trainings and conversations to ensure that every employee is equipped to contribute to a supportive and empathetic work environment and knows what to do if they see a coworker struggling, as they might be the only ones to notice.

### Younger employees need more support

The situation is even more concerning among younger employees, with 35 percent of those aged 18-24 reporting recent suicidal thoughts, a 9 percent increase compared to that of workers aged 35-55. This is a significant difference, making it imperative that the younger generation have the support they need when they enter the workforce.

Younger employees are particularly vulnerable to mental health challenges, yet this demographic is more likely to continue coming to work, despite severe depression. As more members of younger generations enter the workforce, knowing that they are more likely to be struggling with their mental health, companies should be offering to connect employees with professional mental health support, providing mental health PTO, and overall, opening up the conversation around mental health at work. Forty-six percent of people under 45 said that something as small as being asked how they are doing once in a while at work would be an improvement. Employees must be able to turn to whomever they choose at work and know that that person is equipped with the resources and training to assist them in a mental health crisis or if needed, refer them to a professional who will be able to help.

Employers must put new strategies in place that go beyond traditional training programs and normalize the conversation around mental health. By equipping all employees with the skills to handle mental health crises and providing necessary resources, organizations can build a more supportive and resilient workforce.

### OSHA Workplace Mental Health Bulletin

Mental health is an important component of overall well-being and is equally as vital as physical health for all employees. Mental health concerns due to work have the potential to adversely impact an employee's social interactions, productivity, performance, and absenteeism. Here's a link to the [OSHA Workplace Mental Health Bulletin](#) (pdf)

Seasonal health issues are here to stay for the next several months.  
For your convenience, we'll continue to provide links so that you can access the most updated information.

Here are Resources containing the most current information and guidance for your workplace

- [CDC – Centers for Disease Control](#) – Important info re: [COVID-19 vaccine & boosters](#), [RSV & flu](#)
- [OSHA FactSheet - AVIAN INFLUENZA \(Bird Flu\)](#)
- [CDPHE – Colorado Department of Public Health and Environment](#)
- [WHO - World Health Organization](#)
- [OSHA Guidance](#)
- [DOL Resources](#)
- [Covid19.colorado.gov](#)

## COVID-19 Resource - Filing Whistleblower Complaints Related to COVID-19

OSHA's [new fact sheet](#) explains how workers can protect their right to raise workplace health and safety concerns relating to COVID-19 without fear of retaliation.

Visit OSHA's [COVID-19 Frequently Asked Questions](#) page for current information

## OSHA's Recordkeeping Requirements for Exposure to COVID-19

OSHA issued enforcement guidance related to the COVID-19 pandemic for [Recording and Reporting Occupational Injuries and Illnesses](#) required under *29 CFR Part 1904*.

For more information see the [Enforcement Memoranda](#) section of OSHA's [COVID-19 Safety and Health Topics](#) page.

## SUPPORTING WORKERS WITH LONG COVID: A Guide for Employers

SINCE THE COVID-19 PANDEMIC BEGAN IN THE SPRING OF 2020, COVID-19 HAS IMPACTED PEOPLE IN MANY WAYS. Government reports estimate that millions of Americans have experienced prolonged, lingering symptoms, a condition known as Long COVID. These symptoms can be severe enough to affect an individual's ability to function, including the ability to work.

This [publication](#) (pdf - developed by EARN and the Job Accommodation Network) provides information and resources to help employers support employees with Long COVID.



From all of us at  
**MJS Legacy Safety ...**

Be safe out there!!