

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 2024...

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.



OSHA's current maximum penalties for serious and other-than-serious violations are \$16,131 per violation. Failure to Abate, \$16,131 per day beyond the abatement date. The maximum penalty for willful or repeated violations is \$161,323 per violation.

- 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.

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OSHA is aware of technical issues related to the ITA fields Date of Birth and Date of Hire... [read more...](#)



▶ Requiring Employers to Keep Employees Informed

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▶ **Trucking Law: *Marijuana rescheduling impact for pro truckers***

...reschedule from a Schedule I to Schedule III controlled substance, but is that the same as legalization? [read more...](#)

▶ **Colo. Law: Move Over for Me “Slow Down, Move Over” protections to ALL disabled vehicles.** [read more...](#)



TRANSPORTATION NEWS SUMMARY

TRANSPORTATION NEWS SUMMARY cont'd

- ▶ **Speed Limiter Block Survives Committee Markup**
...would block the **FMCSA** from mandating speed limiters on trucks has cleared another hurdle. [read more...](#)
- ▶ **Red light running stats** Colorado has been ranked among the top 10 states for red light running... [read more...](#)
- ▶ **Here's what a motor carrier must do if experiencing an Electronic Logging Device Malfunction** [read more...](#)
- ▶ **Truck History Reports** — *Look up reported accidents, inspection violations, insurance claim, owner history and more.* [read more...](#)
- ▶ **How much can the driver of a CMV be fined for a violation of the Cell Phone Texting Prohibition?** [read more...](#)
- ▶ **How Many Truckers are out there Driving Without a CMV License?**
Colorado increases penalties for driving w/o CDL in wake of several dramatic crashes [read more...](#)
- ▶ **Silence the New Normal While Driving?**
Back in the 1980s no one thought a bag phone would potentially increase the risk for accidents. [read more...](#)
- ▶ **Fake Safety Audit' Phishing Emails Keep Pouring In... *important - worth a second read...***
FMCSA previously warned of the phishing emails with a [registration alert](#) back in February [read more...](#)

MSHA NEWS SUMMARY

- ▶ **The Mine Safety and Health Administration is now on **FACEBOOK!**** [read more...](#)
- ▶ **DOL Completed Impact Inspections in May at 15 Mines with Histories of Repeated Health, Safety Violations**
Resulted in 62 significant & substantial violations, 5 unwarrantable failure findings [read more...](#)
- ▶ **Health tool for miners** that provides quick access to health services tailored to miners' needs. [read more...](#)



MONTHLY SAFETY & HEALTH TIP NEWS SUMMARY

- ▶ **10 Workplace Safety Tips Every Employee Should Know** [read more...](#)
- ▶ **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. [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)

> MCAA FORKLIFT OPERATOR TRAINING

BACKHOE, DOZER, EXCAVATOR, LOADER, SKID STEER TRAINING

CUSTOM COMPANY DEVELOPED SAFETY TRAINING AND ORIENTATIONS

We can help develop specific courses for your new hire employees that will fit your industry, your company and your employees.

For all of our Course Offerings visit the [MJS Legacy Safety website](#)

Schedule of classes August 2024: • TRAINING CENTER - 1760 BROAD ST, UNIT H, MILLIKEN, CO 80543

- *PEC Safeland Basic Orientation: NEW 2021 SAFELAND: Aug 13 (All Virtual); Aug 23, 30; 8 – 4:30;
• *First Aid/CPR/AED/BLOODBORNE PATHOGENS (We offer MEDIC FIRST AID): Aug 15, 27; 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]: Aug 15, 27; 12:30 – 4:30;
This class available via Instructor Led video conference
• *Confined Space Entry Training [NUCA Course]: Aug 20, 29;
Attendant, Supervisor, Competent Person & Entrant

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

► 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 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 ISNetwork 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 FMCSA ISHN WebMD US DOL MSHA hsi indeed CSP 9NEWS CDL Life Overdrive CCJ CVSA

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

Drug Testing

More and more of the 3rd 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!**



Report a Fatality or Severe Injury

- All employers are required 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](#)



Combustible Dust Prevention and Control

Combustible dust has been prevalent in industrial settings as early as 1785. Typical components that generate combustible dust include wood, metal, paper and dirt. The **Chemical Safety & Hazard Investigation Board** tracks these events, investigates the causes, and provides potential solutions to these workplace hazards.

Combustible dusts are fine particles that present an explosion hazard when suspended in air under certain conditions. A dust explosion can cause catastrophic loss of life, injuries, and destruction of buildings. The **CSB** identified 281 combustible dust incidents between 1980 and 2005 that led to the deaths of 119 workers, injured 718, and extensively damaged numerous industrial facilities. Additional incidents have occurred. In 2008, a sugar dust explosion and subsequent fire at a sugar refinery in Port Wentworth, Georgia, caused 14 deaths and left many other workers seriously injured with severe burns.

In many of these incidents, workers and managers were unaware of the potential for dust explosions, or failed to recognize the serious nature of dust explosion hazards. The **CSB** reviewed **Material Safety Data Sheets (MSDS)** of 140 known substances that produce combustible dusts and found poor or inadequate transmittal of information regarding potential dust hazards; 41% of the **MSDSs** reviewed by the **CSB** did not warn users about potential explosion hazards. Of the remaining 59% of **MSDSs** sampled, most of the information was either not stated in a place or manner clearly recognized by workers, or was not specific to hazards related to combustible dusts (CSB, 2006).

Combustible dust can cause explosions, fires, or deflagrations, so it's important to take steps to prevent and control it.

Here are some strategies you can use:

▪ Cleaning

Regularly clean high-risk areas and adjacent production lines, including hard-to-reach places. Use vacuum cleaners approved for dust collection and avoid cleaning methods that create dust clouds.

▪ Ventilation

Use dust collection systems and filters, and regularly inspect ventilation systems for dust.

▪ Isolation

Keep processes that create combustible dust away from areas where it could ignite.

▪ Barriers

Use physical obstacles like walls or canopies to prevent dust from spreading.

▪ Training

Educate employees about combustible dust, its hazards, and how to reduce the risk of fire and explosions.

▪ Equipment

Use proper electrical equipment in hazardous areas, and keep heated systems and surfaces free of dust.

▪ Ignition

Control open flames and static electricity, and keep away from ignition sources like heat and sparks. Don't allow employees to smoke near facilities.

▪ Materials

Use materials that produce less combustible dust.

[OSHA Hazard Communication Guidance for Combustible Dusts](#) (pdf)

FILING A WORKPLACE COMPLAINT CHOOSING THE RIGHT ONE

Workers have the right to report injuries, safety issues, and actions taken against them for speaking up including being fired, demoted, or disciplined.

Workers have the right to file a whistleblower or safety and health complaint, and in some instances both. This [chart](#) outlines the differences.

Remember, employers are required to follow safety laws and keep you safe. Employers must also maintain a workplace free from retaliation for voicing concerns about hazards or violations of federal law.



the heat is still on . . .

Heat Injury and Illness Prevention in Outdoor and Indoor Work Settings Rulemaking

Proposed heat rule and other actions tackling extreme temperatures

OSHA announced that an unofficial version of the *Heat Injury and Illness Prevention in Outdoor and Indoor Work Settings proposed rule* is now available for viewing – [Regulatory Text](#), [Background](#), [Health Effects](#), [Risk Assessment](#), [Explanation of Proposed Requirements](#), [Preliminary Economic Analysis](#), [Technological Feasibility](#), [Additional Requirements](#) and [References of the Preamble](#).

An official version will soon be published in the *Federal Register*. OSHA encourages you to submit comments once the official version is in the *Federal Register*.

Heat-Related Illnesses and First Aid

Proposed heat rule and other actions tackling extreme temperatures

Several heat-related illnesses can affect workers. Some of the symptoms are non-specific. This means that when a worker is performing physical labor in a warm environment, any unusual symptom can be a sign of overheating.

Employers and workers should become familiar with the heat symptoms. When any of these symptoms is present, promptly provide first aid. **Do not try to diagnose which illness is occurring.** Diagnosis is often difficult because symptoms of multiple heat-related illnesses can occur together. Time is of the essence. These conditions can worsen quickly and result in fatalities.



OSHA's [Medical Services and First Aid standard](#) and the [Medical Service and First Aid in Construction](#) require the ready availability of first aid personnel and equipment.

Workers who are new to working in warm environments are at increased risk of heat-related illness. See the [Protecting New Workers](#) section of the **OSHA** website for more details. Especially during a **worker's first few days, absolutely all symptoms should be taken seriously.** Workers who develop symptoms should be allowed to stop working. They should receive evaluation for possible heat-related illness.

When in doubt, cool the worker and call 911.

For more information go to OSHA's [Heat Illness Prevention](#), [Heat-Exposure/illness-first-aid](#), and [Heat Safety Resources](#)

Hydration is
always trendy



OSHA
osha.gov/heat

Heat Illness
Prevention

Prevent heat illness among indoor and outdoor workers. Stay hydrated before, during and after work by drinking at least 8 ounces of water every 15-20 minutes!

Share this "quick reference" information with your team to know the signs of heat illness and how to respond.



HEAT EMERGENCY SIGNS

Abnormal Behavior / Difficulty Speaking / Seizures
/ Fainting / Heavy Sweating / Hot, Dry Skin



GET HELP! ACT FAST!

- 1 Call 911 immediately
- 2 Cool right away with water or ice
- 3 Remove extra clothing
- 4 Give cool water to drink
- 5 Do not leave alone



AUGUST 12-18, 2024



Safe + Sound Week is here. In addition to recognizing the successes of workplace health and safety programs and offering information and ideas on how to keep America's workers safe, this year **Safe + Sound Week** will provide resources for businesses on mental health and wellbeing. These materials will be posted before the start of **Safe + Sound Week**.

[Register your event](#) and participate in this nationwide effort that recognizes the successes of workplace [safety and health programs](#).

[Registra su evento](#) y participe en este esfuerzo nacional que reconoce los éxitos de los [programas de seguridad y salud](#) en el lugar de trabajo.

The Hunt for Hazards - 6 steps to an effective job hazard analysis



All workplaces have job hazards. Whether you are a construction worker working at heights, an agricultural worker handling a chemical substance, or a warehouse worker lifting heavy objects, these hazards can cause injuries, illnesses, and even deaths.

What is a job hazard analysis?

A [job hazard analysis](#) (*template*), or JHA, helps you identify and control unrecognized hazards, as well as hazards that might emerge when there are changes such as a new process or piece of equipment.

The goal of any JHA is to discover:

- Potential consequences and worst-case scenarios
- How an incident could happen
- Contributing factors
- The likelihood that an incident could occur
- Hazard controls

This ongoing process of identifying and assessing hazards and hazardous situations is a critical part of any effective safety and health program.

6 Steps for Taking the Mystery Out of Job Hazard Analysis

1. Select and prioritize jobs to analyze

When conducting a JHA, start with the jobs where a potential injury or illness could be severe or the jobs that frequently result in injuries or near misses when performed. Engage ALL your workers and review your records to help you decide.

2. Analyze all steps of the job

After you select the job to analyze, detail all aspects of the job performed. This is critical so that workers can review the JHA and best prepare to safely complete the job. You can make videos and take photos to help record this process.

3. Look at each step of the job for hazards

Next, identify all the hazards associated with the job. Review all previous injury or illness records and consider the worst-case scenarios that the hazards could cause. Hazards can typically be broken down into these categories: machine-related, physical barriers, biological, chemical or ergonomic.

4. Describe the hazards

Now that you have identified the job hazard, put on your detective hat to determine: Who does the hazard affect? What causes the hazard? What are other contributing factors? When is the hazard likely to impact workers? Where does the operation occur? Lastly, why would an accident occur?

5. Select, install, maintain and review controls

After you describe the hazards, explain the most effective way to control the hazard and prevent injuries. Refer to the hierarchy of control methods that includes 1) elimination, 2) substitution, 3) engineering controls, 4) administrative controls and 5) personal protective equipment.

6. Review your job hazard analysis

Congratulations! You developed a JHA! As a last step, be sure to review the JHA and continually update it as aspects of the job change or evolve.

How Does Extreme Weather Affect Crane Safety?



Extreme weather conditions can be a **big challenge** when **operating overhead cranes**, which are **key machines** used in **manufacturing** and **construction**. As such, understanding the **effects of severe weather** and implementing **best practices** is a **vital part** of keeping both **operators and equipment** safe.

Following are risks posed by harsh weather conditions as well as a **few essential guidelines** for safely **operating overhead cranes** when the **weather turns**.

Wind

High winds can dramatically affect crane operations. Cranes, especially those that are high and have a significant surface area, can act like sails. Strong winds might make the crane's load swing around, which can create control problems or even cause the load to hit other objects. Wind can also make the crane structure itself unstable, increasing the risk of collapse under the worst conditions.

Extreme cold

Cranes can experience mechanical problems when the temperature drops significantly. Systems that use hydraulic fluid may slow down and metal parts of the crane can become brittle, both of which increase the risk of fractures or mechanical failure. In these conditions, operators must handle machinery more carefully as lubricants may thicken, reducing effectiveness and increasing wear on moving parts.

Rain

Heavy rain or consistent rainfall can significantly impair crane operation as well. It could impact how well operators can see and make the crane and its load slippery, which adds risk during lifting and moving. Plus, if water gets into the electrical systems or controls, it can potentially lead to malfunctions or failures.

Other weather events

Lightning and snow bring their own challenges. A lightning strike can damage the crane's electrical systems or even start a fire while snow can reduce visibility just like rain, and make surfaces slick, increasing the chance of accidents.

Best practices for safe crane operation

Special attention is required to **reduce risks** and make sure the **crane operates** within safe **parameters** during **adverse** weather conditions. **Necessary steps** in this **approach** include:

Understanding weather limits

Each crane model comes with manufacturer specifications that include weather limitations. Operators must be aware of these guidelines — such as the maximum wind speed and the temperature range — and respect them to avoid operating the machinery under potentially dangerous conditions.

Performing regular maintenance and inspection

Regular maintenance is crucial, especially in harsh weather conditions. This includes frequent checks of mechanical parts, lubrication systems and the integrity of the crane's structure. Operators should perform a full check-up before using the crane to detect any irregularities that could be exacerbated by extreme weather.

Implementing safety technologies

Technology can play a pivotal role in enhancing crane safety. For instance, anemometers can measure wind speed and can be integrated into crane systems to provide real-time data to operators. There are also load moment indicators that assess if the crane and its load are stable, alerting the operator if something is off.

Enhancing operator training and preparedness

Operators must be thoroughly trained not only in crane operation but also in emergency response techniques specific to weather-related incidents. Training with simulations can be very helpful in preparing operators for the challenges they might face during severe weather conditions.

Taking special considerations for load testing

Crane load testing is an essential part of maintaining equipment safety, particularly when preparing for extreme weather operation. This test involves loading the crane to its full capacity under controlled conditions to confirm stability and operational reliability. Regular load testing can verify the machinery meets OSHA requirements and even help identify potential mechanical failures before they become critical.

Maintaining continuity and safety going forward

By understanding the specific dangers posed by different weather conditions, implementing rigorous maintenance routines and investing in proper training and technology, manufacturing and construction professionals can uphold the highest safety standards. The goal is not just to protect the equipment but, most importantly, to safeguard human lives.

After all, operating under harsh conditions demands respect for nature's power and a commitment to safety that should never be compromised.

Buying Online Safety Training: 10 QUESTIONS TO ASK VENDORS

SOURCE: HSI

Selecting the right online training provider is a critical decision that can significantly impact your organization's training effectiveness, compliance, and overall productivity. It's not just about finding a vendor who offers the right courses; it's about ensuring they meet your specific needs and standards. They are not all good and don't always deliver what they promise!

This guide focuses on how to thoroughly evaluate potential online safety training vendors to make an informed decision.

Whether you're looking to incorporate online training into your existing workplace health and safety program, struggling to build and maintain your own online training and seeking a vendor, or you've been working with a vendor who isn't meeting your needs, we've got the resource for you.

Drawing from expertise across our company, we've compiled a set of essential questions, answers, and important considerations for anyone out there shopping around for an online workplace health and safety training solution.



[Download White Paper](#)
presented by HSI.

Advancing Access

ADA@34
Looking at Access
Through a Wider Lens

The Americans with Disabilities Act was a significant achievement.

On its 34th anniversary, we recommit to delivering on its ongoing promise by advancing access for all.

Taryn M. Williams - Assistant Secretary of Labor for Disability Employment Policy

The deadline for timely submission of [injury and illness data](#) was March 2, 2024. Establishments who missed the deadline still must submit their data.

OSHA is aware of technical issues related to the ITA fields Date of Birth and Date of Hire. See the FAQs at [300/301 ITA Submission and Technical Issues](#). Please enter information that is true and correct to the best of your knowledge and belief. OSHA is aware that inaccurate information may be submitted through the ITA as a result of these technical issues and does not plan to use this inaccurate information from 2023 data submissions or take any enforcement action based on incorrect age or Date of Hire submission.

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.

PUMP for Nursing Mothers Act ("PUMP Act")



On December 29, 2022, President Biden signed the Consolidated Appropriations Act, 2023 into law. The law includes the PUMP for Nursing Mothers Act ("PUMP Act"), which extends to more nursing employees the rights to receive break time to pump and a private place to pump at work.

The Fair Labor Standards Act (FLSA) requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

PUMP for Nursing Mothers Act ("PUMP Act") poster ([pdf](#)) — [included as part of the Fair Labor Standards Act (FLSA)]

Breastfeeding Rights

US DOL teaming up with the Equal Employment Opportunity Commission to [host eight workplace rights webinars](#) during August, Breastfeeding Awareness Month, for expectant and new mothers.

OSHA Workplace Poster: JOB SAFETY AND HEALTH: IT'S THE LAW

What is the OSHA poster and why do I need it?

The **OSHA JOB SAFETY AND HEALTH: IT'S THE LAW poster**, available for free from **OSHA**, informs workers of their rights under the **Occupational Safety and Health Act**. All covered employers are required to display the poster in their workplace. Employers do not need to replace previous versions of the poster. Employers **must** display the poster in a conspicuous place where workers can see it.

If you are in a state with an [OSHA-approved state plan](#), there may be a [state version](#) of the **OSHA poster**. Federal government agencies must use the [Federal Agency Poster](#).

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 2024 Regs Violation Penalty Increases

The Department of Transportation published a [final rule](#) in the *Federal Register*, Thursday, Dec 28, 2023, updating the civil penalty amounts (*effective immediately*) that may be imposed in 2024 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)

reminder.....November 18th compliance date coming soon

CDL Drivers in a “prohibited” status in the Clearinghouse will lose their commercial driving privileges.

As part of these new Federal requirements, CDL drivers who have open violations in **FMCSA’s Drug and Alcohol Clearinghouse** will soon lose their commercial driving privileges.

FMCSA added the following frequently asked questions on the **Clearinghouse** website to help CDL drivers understand the new regulations, and what actions they can take to retain or reinstate their commercial driving privileges, if needed.

How will the second Drug and Alcohol Clearinghouse final rule (Clearinghouse-II) affect CDL drivers?

As established in the first **Clearinghouse final rule** ([81 FR 87686](#)), drivers with a “prohibited” **Clearinghouse** status are **prohibited from operating a Commercial Motor Vehicle (CMV)**. The second **Clearinghouse final rule (Clearinghouse-II)** further supports this by ensuring that drivers with a “prohibited” **Clearinghouse** status **do not continue to hold a commercial driver’s license (CDL) or commercial learner’s permit (CLP)**.

The **Clearinghouse-II final rule** ([86 FR 55718](#)) requires that, **beginning November 18, 2024, State Driver Licensing Agencies (SDLAs)** must remove the **commercial driving privileges** from the **driver’s license of an individual** subject to the **CMV driving prohibition**. This would result in a **downgrade of the license** until the **driver completes the return-to-duty (RTD)** process.

This means that, **beginning November 18, 2024, having a “prohibited” Clearinghouse status will result in losing or being denied a CDL or CLP.**

Note: *SDLAs with legislative authority currently have the option to voluntarily query the **Clearinghouse** and downgrade CDLs for prohibited drivers and may do so before the November 18, 2024 compliance date.*

How will the second Drug and Alcohol Clearinghouse final rule (Clearinghouse-II) improve safety on our Nation’s roads?

The **requirement to downgrade commercial driver’s licenses (CDLs) of drivers in a “prohibited” Clearinghouse status rests on the safety-critical premise that drivers who cannot lawfully operate a commercial motor vehicle (CMV) because they engaged in prohibited use of drugs or alcohol or refused a drug or alcohol test should not hold a valid CDL or commercial learner’s permit (CLP)**. The **Clearinghouse-II final rule** ([86 FR 55718](#)) supports **FMCSA’s goal of ensuring that only qualified drivers are eligible to receive and retain a CDL**, thereby reducing the number and severity of CMV crashes.

My commercial driver’s license (CDL) was downgraded due to my “prohibited” Clearinghouse status. How can I get my commercial driving privileges reinstated?

To have your **Clearinghouse** status **change from “prohibited” to “not prohibited,”** you **must complete the return-to-duty (RTD) process**, as established by [49 CFR part 40, subpart O](#). After you **complete the RTD process** and your **Clearinghouse** status is updated to “not prohibited,” your **State Driver Licensing Agency (SDLA)** will allow you to **reinstate your commercial driving privileges**.

FMCSA has created a **resource that outlines the steps drivers take to complete their RTD process:** download the [Return-to-Duty Quick Reference Guide](#). For more information about the RTD process, visit the [Clearinghouse Learning Center](#).

Drug and Alcohol



CVSA's Brake Safety Week scheduled for Aug. 25-31

The **Commercial Vehicle Safety Alliance's** Brake Safety Week is a commercial motor vehicle and driver inspection and regulatory compliance enforcement initiative, a brake-safety awareness and outreach opportunity, and a brake-related inspection and violation data-collection project.

Inspection and Enforcement

CVSA-certified inspectors will conduct [routine](#) commercial motor vehicle inspections throughout the week, focusing on brake systems and components. Commercial motor vehicles found to have brake-related out-of-service violations will be removed from roadways until those violations are corrected.

For this year's Brake Safety Week, inspectors will [focus](#) on the condition of brake linings and pads. Brake lining and pad issues may result in vehicle violations and could affect a motor carrier's safety rating.

In addition, some jurisdictions have [performance-based brake testers](#) (PBBT) and will be using them during Brake Safety Week. A PBBT is a machine that assesses the braking performance of a vehicle.

Awareness and Outreach

Educational efforts by inspectors, motor carriers and others in the industry take place during Brake Safety Week and are integral to the success of the campaign.

In addition to educational outreach by law enforcement agencies, transportation safety organizations and individual officers, CVSA also aims to help prepare drivers, motor carriers, owner-operators and mechanics for this year's Brake Safety Week:

- View the inspector's [inspection procedure](#).
- Download a [checklist](#) that outlines the tools needed to inspect S-cam brakes, what to look for and how to measure pushrod stroke.
- Learn about the [components of the vehicle](#) that the inspector will check.
- Download a [flyer](#) with 10 brake lining and pad tips.

Brake Safety Week also serves as a reminder to drivers and motor carriers of the importance of a proactive vehicle maintenance program and provides an opportunity for law enforcement to highlight the importance of brake safety.

Data Collection

Throughout Brake Safety Week, inspectors will capture data about brake inspections and violations and report that data directly to CVSA. In addition to general inspection and violation data, CVSA will also be collecting data about brake linings/pads, the focus area for this year's [Operation Safe Driver Week](#). PBBT jurisdictions will also submit PBBT-specific data. CVSA will collect and analyze all data submissions and report the results publicly later this year.



Why Conduct Brake Safety Week?

Brake-related violations comprise the largest percentage of all out-of-service vehicle violations cited during roadside inspections. According to the **Federal Motor Carrier Safety Administration's 2023 vehicle violation data**, six out of the top 20 vehicle violations were brake related. And [last year's CVSA International Roadcheck results](#) showed that brake-system violations was the top vehicle violation, comprising 25.2% of all vehicle out-of-service violations during that three-day data snapshot of roadside inspections.

Brake Safety Week aims to improve commercial motor vehicle brake safety throughout North America. The goal is to eliminate roadway crashes caused by braking systems on commercial motor vehicles by conducting roadside inspections and educating drivers, mechanics, large- and small-fleet motor carriers, owner-operators and others on the importance of proper brake inspection, maintenance and operation.

2024 CVSA Out-of-Service Criteria Now Available in the App

The 2024 Commercial Vehicle Safety Alliance (CVSA) North American Standard Out-of-Service Criteria, which took effect on April 1, are now available for purchase through the CVSA Out-of-Service Criteria app.

The out-of-service criteria app may be accessed anywhere, anytime via a mobile device. In addition to the out-of-service criteria, the app also contains inspection bulletins, photos of violations, inspection procedures, operational policies, access to the CVSA Learning portal and more.

To purchase the new out-of-service criteria, search "CVSA" in the [App Store](#) or [Google Play](#) then select "CVSA Out-of-Service Criteria." Once you've downloaded the app, set up your account with your first and last name and email address, then purchase the 2024 criteria. If you already have the app, search and select "CVSA Out-of-Service Criteria" in the App Store or Google Play to update your app and purchase the 2024 criteria.

In addition, for the first time, bulk orders of the app are available for jurisdictions and motor carriers. [Contact CVSA to place a bulk order.](#)

The app is just one of several ways you may access the criteria. The out-of-service criteria are also available as a spiral-bound [handbook](#), in an electronic format as a restricted [PDF](#), and as an 8.5" x 11" document in [French](#), [Spanish](#), and bilingual [English-French](#) and [English-Spanish](#).



Trucking Law: *Marijuana rescheduling impact for pro truckers*

SOURCE: Overdrive.com



President Biden recently made history by moving to reschedule marijuana from a Schedule I to Schedule III controlled substance, but is that the same as legalization? And will it give professional truck drivers new options with the country's favorite illicit drug?

According to two attorneys with close knowledge of marijuana legislation and regulation, the answer to both questions is a flat "NO."

Another parallel effort to lessen penalties around marijuana came from a Senate bill that hopes to decriminalize marijuana altogether. Even if the symbolic move became law, marijuana's still a no-go for pro truckers.

With the hail of new activity around marijuana regs, *Overdrive* spoke to lawyers, advocates, and experts on impairment to get the truth on what the intersection of marijuana and trucking looks like. Unfortunately, it still looks like a suspended CDL or worse.

This [video](#) gets into the skinny on what's changing with marijuana law, what would need to change for drivers to see the impacts, and what that could indicate about the future of drug testing for CDL holders in a legal marijuana world.

Above all else, though, make sure you don't believe the rumors and make a mistake with anything cannabis-derived. If you or anyone you know have any questions about what's OK to use as a professional driver, watch the video and share it widely.

In trucking, it seems that almost every time a state legalizes medicinal or recreational marijuana, or a cannabis-related product manufacturer mislabels their goods, or a new type of cannabis product hits the shelves, people make mistakes and careers get ruined. Hard-luck tales of CDL drivers abound. Often, it's a situation of mistakenly ingesting THC, the active, intoxicating and federally illegal component of marijuana, thinking it was CBD -- a legal, non-psychoactive supplement that's helped many with pain and anxiety.

Still, in the face of the rule change and plenty uncertainty, neither the **Federal Motor Carrier Safety Administration** nor the **Commercial Vehicle Safety Alliance** are yet ready to comment on how potential marijuana rescheduling might impact regulatory compliance, safety, drug testing and roadside inspections.

There's more to the story. Read this installment of *Overdrive's* [Trucking Law series](#).

Speed Limiter Block Survives Committee Markup

A provision in the fiscal year 2025 DOT funding legislation that would block the **Federal Motor Carrier Safety Administration** from mandating speed limiters on trucks has cleared another hurdle.

The House Appropriations Committee voted on July 10th to keep the provision in the bill after an amendment was proposed to remove it. The committee passed the funding bill with a 31-26 vote.

In addition to the speed limiters block, the bill also includes:

- \$200 million in funding for truck parking projects
- A provision prohibiting the enforcement of ELDs on motor carriers transporting livestock or insects. *Such operations are currently running under a statutory exemption from ELD requirements.*
- A provision barring states from implementing trucking hours of service requirements that are more stringent than the federal standards, such as California's meal and rest break rules.
- A provision directing FMCSA to facilitate discussions with local, state and private sector stakeholders to develop guidelines for towing and recovery regulations at all levels of government.

The bill will now move to the full House, where it will need to pass before moving to the Senate.

In other appropriations action, the committee also passed a funding bill for the Department of Labor that includes a provision to prohibit the Department of Labor from implementing its independent contractor rule, which was finalized and took effect earlier this year. The funding bill passed by a 31-25 vote and will move to the full House.

Colo. Law: Move Over for Me

THESE PROTECTIONS TOOK EFFECT IN AUGUST 2023.

Colorado joined the ranks of just nine other states in offering robust "**Slow Down, Move Over**" protections to **ALL disabled vehicles.**

[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.**



Red light running stats

Colorado has been ranked among the top 10 states for red light running, with some sources saying it's second in the country for crashes caused by red light running. Here are some statistics on red light running in Colorado:

► 2017

Colorado had the sixth-highest rate of red light running deaths per capita in the country, with 20 people killed.

► 2019

The National Coalition for Safer Roads reported 26 red light running fatalities in Colorado.

► 2021

According to KDVR, Colorado had the sixth-highest rate of red light running deaths in the country, with 44 people killed.

Red light running is dangerous and deadly, with more than two people killed on US roads every day by drivers who run red lights. In 2019, the Insurance Institute for Highway Safety (IIHS) reported that more than half of the people killed in red light running crashes were pedestrians, cyclists, or passengers or drivers in other vehicles.

CSP also highlighted the danger of running red lights specifically, pointing to data from the National Highway Traffic Safety Administration (Dec 19, 2023) that shows 1,109 people died in the U.S. in 2021 due to running red lights. Of those, 44 deaths were in Colorado, the sixth-highest rate nationwide.

People also ask

How many points is running a red light in Colorado?

A red-light camera – While no points will be added to motorists' driving records as a result of these tickets, the fine will usually be about \$75. In Denver, the fine for a red light ticket captured by a photo camera is \$75.

Do red light tickets go on your record in Colorado?

This violation is a non-moving infraction that will result in a \$75 fine, but does not result in the assessment of points against the driver.

What percent of drivers admit to running red lights?

According to the Federal Highway Administration (FHWA), "Overall, 55.8% of Americans admit to running red lights".

Here's what a motor carrier must do if experiencing an Electronic Logging Device Malfunction

Are you still experiencing a malfunction of your Electronic Logging Device (ELD) as a result of the recent Microsoft application outage? Give your ELD provider a call and remember to use paper logs in accordance with regulations if your device is not functioning properly.

You can find additional guidance and helpful FAQs here:

[ELD - ELD - FAQ Learn More \(dot.gov\)](#)

How much can the driver of a CMV be fined for a violation of the Cell Phone Texting Prohibition?

Using a hand-held mobile phone while driving a CMV can result in driver disqualification. Penalties can be up to \$2,750 for drivers and up to \$11,000 for employers who allow or require drivers to use a hand-held communications device while driving.

FMCSA rule [49 CFR 392, Subpart H](#)

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.

How Many Truckers are out there Driving Without a CMV License?

Colorado increases penalties for driving w/o CDL in wake of several dramatic crashes

Colorado has a **new law** increasing the penalties for truckers who don't have a commercial drivers license. It's now a misdemeanor instead of a traffic infraction.

Just last week, a truck driver who was **unlicensed at the time** of a fatal wreck [was sentenced](#) to 11 years in prison for a 2022 wreck. The driver's commercial driver's license was expired.

Another **unlicensed trucker** who caused a crash, with a **history of deportation**, [was charged](#) with multiple misdemeanors. The **Trucking company** who employed the driver was allowed to **keep its trucks** on the road despite a **history** of violations. **Before this crash**, inspectors found **their drivers didn't** have the proper licenses at least twice.

Until **Colorado's most recent session**, **driving a commercial vehicle** without a **commercial driver's license** was only a **traffic offense**. Now, a **recently passed bill**, **House Bill 24-1135**, makes the offense a **Class 1 misdemeanor traffic offense**. This **bill also includes** leniency, allowing the **charge** to be reduced to a **Class A traffic infraction** if the driver **can present** a valid **CDL within 30 days** of the offense or **at their first court appearance**.

While **supporters** of the bill **consider its passing** a win, **officials still say** it's up to the **federal government** to **remove driver's ability** to operate **semi trucks** if they are caught **driving one** without a license.

"We need to make sure we prevent this from happening again," said Greg Fulton, **president** of the **Colorado Motor Carriers Association**. "And the way you do this is, don't give multiple chances. It really falls within the federal government in terms of removing their ability to operate." His **organization supported** the bill which **now makes it a misdemeanor**, not a **traffic offense**, for driving **without a CDL**. Fulton said **state laws can only do so much**.

The **wife of the victim in the fatal crash** said "My husband would be alive today if there was more accountability on the truckers on the road, and there isn't." She said **she felt there were** too many **warning signs** before her **husband was killed**.

The punishment might not have stopped previous deadly crashes, but the law aims to send a preemptive message.

So, HOW MANY TRUCKERS ARE OUT THERE DRIVING WITHOUT A CMV LICENSE?



Silence the New Normal While Driving?



More harm than good? While cell phones can be helpful on various levels, some industry pros support the idea of nixing their use all together while driving down the road.

Back in the 1980s no one thought a bag phone would potentially increase the risk for accidents. We just thought it was super cool and could prove really helpful.

Fast-forward 35 years and cell phone use in vehicles has become a hot topic among fleets, insurers and parents who remain concerned about how distracting and dangerous cell phone use can be while driving.

Insurers and fleets have been very proactive on this front, offering a variety of safe driving programs.

For those accustomed to handling personal and business calls on the road, banning use can be a tough change but ultimately you're a safer driver when you can focus more on driving and less on talking.

Eliminating cell phone use the answer?

Researchers at the **Insurance Institute for Highway Safety** have consistently linked texting or otherwise manipulating a cellphone to increased risk. Some studies, but not all, have found that talking on a cellphone also increases crash risk. Yes, that also includes hands-free communication

IIHS also goes on to report that other distractions like adjusting a radio, eating and drinking, reading, grooming and interacting with passengers can also increase the risk for a crash.

A truck driver stuck in nutty traffic, might like to make a phone call to a loved one or friend for a little stress relief. Studies have also shown that driving under stress increases risk. Surely there's an ideal balance between communicating and maintaining driver well-being without incurring risk.

Rewarding drivers for not using their cell phones can help take the edge off but ultimately drivers, particularly those on long-haul routes, can benefit from talking with others while on the road.

IIHS has taken a strong stance against cell phone use on the road and goes on to say that "broad bans on manipulating electronic devices seem to be most promising, rather than laws that only target talking or texting."

Might that ban also include CBs? Can't conversations over CBs also prove distracting? Seems like it. In fact IIHS also points out that talking with passengers can prove distracting.

Mental health experts have also pointed out the benefits of talking to oneself particularly during stressful moments. In a recent article titled **'Why do people talk to themselves?'** WebMD notes that the practice can be helpful for those in isolation.

"Most people talk to themselves regularly," the article states. "This may happen when thinking through ideas, when debating decisions, or when in need of a pep talk. Some people feel that self-talk creates a 'presence' around them that makes them feel better. This can help with loneliness."

With advancements in telematics, it's possible to more closely monitor life on the road and adjust accordingly. If a truck is stopped in traffic or moving below a certain speed and weather's not a concern, maybe that's a more ideal time to make a phone call. If the driver's had a safe driving history, maybe that can help play a role.

Some drivers might welcome the change while others will stress out unless they get their 10,000 or so words in for the day. Finding that right balance for each driver is key.

important - worth a second read.....

Fake Safety Audit' Phishing Emails Keep Pouring In

SOURCE: Todd Dills – overdriveonline.com

An owner-operator, mostly hauling grain today out of a home base of Ankeny, Iowa, alerted the Western States Trucking Association to what's clearly a phishing email making the rounds. It purports to be a follow-up email to a prior phone conversation with a **Federal Motor Carrier Safety Administration** auditor about an "Entrant Safety Audit."

One problem with that – this owner-operator is certainly no *new* Entrant, anyway. He's been in business for himself since way back in 2013, when WSTA handled his original authority filing and he was living in California. "*I thought it looked real fishy,*" or *phishy*, as the case may be, he said of the email. "*I certainly don't remember a phone call in January*" with any auditor, either, he added, which was referenced near the top of the email. That's likely just as intended on the part of the scammer, with six months' time perhaps just far enough in the past to trick a reader's mind into questioning whether he or she may indeed *have* spoken with an auditor, or simply missed something.

The message went on to suggest urgency in its request, giving the owner-operator a time limit of just a couple days to supply documents, including a driver's license, annual required vehicle inspection reports, and more.

WSTA Government Affairs Director Joe Rajkovicz noted the message is mocked up to resemble pretty closely what the agency sends out to newly registered motor carriers with respect to required New Entrant audits, and indeed might easily fool some.

Rajkovicz shared this mockup of language in the email.



That's followed by an all-caps "**GET STARTED**" hyperlink that goes to a page containing a form the owner-operator said was just "*completely blank*," and purported to be part of **FMCSA's** online universe. The form thus invited the unsuspecting user to enter his/her entire carrier profile, essentially.

As **FMCSA** previously warned with a [registration alert](#) back in February, having all of the pieces of information requested would "*allow the unauthorized party to gain access to your FMCSA account*," the agency noted then.

As *Overdrive* wrote at the time, with such access, crooks would get the "keys to the kingdom," so to speak, and could change information to impersonate carriers and other entities in fraudulent freight transactions like those alleged in a federal indictment handed down recently to a man operating out of the Chicago area.

What the above image doesn't show is the final verbiage at bottom:

Submission of all documents required for your operation may negate the need to conduct an onsite Entrant Safety Audit at your place of business and may therefore reduce the amount of time to complete the required Audit process.

*Upon review of the submitted documentation, we will inform you of any further requirements on your part. **Failure to provide the necessary documentation requested to perform the safety audit, in accordance with 49 CFR 385.337(b), could result in a revocation of your Entrant registration.***

Connect with MSHA

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



DOL Completed Impact Inspections at 15 Mines with Histories of Repeated Health, Safety Violations in May 2024

Resulted in 62 significant and substantial violations, 5 unwarrantable failure findings

The U.S. Department of Labor announced recently that its Mine Safety and Health Administration completed impact inspections in May 2024 at 15 mines in 12 states, leading the agency to cite 300 violations and one safeguard.

The agency began conducting impact inspections after an April 2010 explosion in West Virginia at the Upper Big Branch Mine killed 29 miners.

MSHA's impact inspections since 2023 have identified 3,880 violations, including 1,088 significant and substantial violations and 68 unwarrantable failure findings. An S&S violation is one that could contribute in a significant and substantial way to the cause and effect of a safety or health hazard. Violations designated as unwarrantable failures occur when an inspector finds aggravated conduct that constitutes more than ordinary negligence.

The agency conducts impact inspections at mines that merit increased agency attention and enforcement due to poor compliance history; previous accidents, injuries, and illnesses; and other compliance concerns. Of the 300 violations MSHA identified in May 2024, 62 were evaluated as S&S and five had unwarrantable failure findings. The agency completed these inspections at mines in Arizona, Idaho, Illinois, Kentucky, Mississippi, Missouri, Ohio, Pennsylvania, South Dakota, Texas, Utah and West Virginia.

"The results of this month's impact inspections highlight the need for mine operators to focus continually on thorough and effective mine examinations. These examinations are one of the most important tools that can be used to keep miners safe and healthy," said Assistant Secretary for Mine Safety and Health Chris Williamson. *"Mine operators must remain vigilant in conducting required examinations and establish a safety culture in which miners are encouraged to identify hazards, the hazards are corrected, and corrective actions are recorded."*

[View MSHA monthly impact inspections results, including those for May 2024.](#)



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.



10 Workplace Safety Tips Every Employee Should Know

Whether you work outside, at a desk or with heavy machinery, there are hazards in your work environment to know of. It's important to note the potential dangers in your environment to avoid workplace injuries. What is workplace safety? Who's in charge of making sure the work environment is kept safe, listing tips for ensuring that you and your workplace are safe at all times?



When a company provides a safe work environment, they are protecting themselves, their employees and their customers. It is important to follow guidelines and procedures to remain compliant with local and national occupational safety authorities. A safe workplace is a happy workplace, as it creates a more comfortable and conducive environment for employees to effectively do their jobs. However, providing a safe workplace is an important part of client relations as well. If the office or work area is unsafe for employees, then it is definitely unsafe for your untrained clientele.

Who's in charge of keeping the workplace safe?

In some organizations, it is the Human Resources department that is in charge of making sure safe workplace standards are being met. Other companies may not have a HR representative, and in that case, management and supervisors would ensure the workplace is kept safe. However, in reality, it is the responsibility of everyone to create and maintain a safe and functional work environment.

Workplace safety tips

Here is a list of workplace safety tips that you should incorporate into your daily routine:

1. Use tools, equipment and machinery properly

Proper use of tools and machinery can prevent injuries. Only operate machines you are trained or certified to use and ensure that they are cleaned and maintained regularly. You should always use machines and equipment for their intended purposes. Use equipment such as a wheelbarrow or a forklift to help you lift and move heavy items to prevent straining or injuring yourself.

2. Report any unsafe conditions

Fix any unsafe conditions or workplace hazards as soon as you notice them. If it is dangerous for you to remove the risk, notify a supervisor right away.

3. Wear all necessary safety gear

Always wear the necessary safety equipment. The proper safety gear in your workplace could be reflective gear, fire-retardant clothing, industrial workwear or something as simple as nonslip shoes. Be sure to always wear a breathing mask if your space has debris or dust, or if you have to deal with toxic or dangerous chemicals or fumes.

4. Keep your workplace clear from clutter

Having a clean workspace will positively impact your job satisfaction and keep you and your coworkers free from danger. You could trip and fall over scattered objects and they could hide another hazard you cannot see.

5. Stay hydrated

Drink enough water to remain alert and avoid dehydration. Even in the winter, it is essential to stay hydrated with water and warm liquids to prevent lightheadedness and lack of focus.

6. Practice good posture when sitting or lifting

Use ergonomic desks and keyboards to avoid straining your wrists and arms. Sit up straight, keep your shoulders in line with your hips and lift with your legs when you are moving objects. Poor posture can cause strain on your back, neck and shoulders, which can lead to serious injury.

7. Take regular breaks

Look away from your computer screen regularly to avoid eye strain. Taking regular breaks allows your body an opportunity to rest from the tasks you are doing. When you return, you will be more focused and have a higher level of concentration.

8. Be aware of your surroundings

Being aware of your surroundings is paramount to avoiding workplace injuries. Here are some things to be aware of in your environment:

- *Look for spills or items on the floor that could be tripped over.*
- *Note the appropriate safety equipment and gear for each task you are doing.*
- *Choose mechanical aids such as a forklift or wheelbarrow to help lift items and encourage others to do the same.*
- *Keep emergency exits clear and uncluttered so they are accessible in the event of an emergency.*
- *Use tools and machines properly to avoid injury and encourage other workers to do the same.*
- *Label hazardous areas and materials with appropriate signage.*
- *Know where the first aid kits are and which staff members are trained to administer first aid if an injury occurs.*
- *Know of the emergency procedures in the event of a fire, flood or earthquake.*
- *Only use secure, steady ladders and never use boxes or anything else as an improvised ladder.*
- *Test railings first before using them to make sure they are secured properly.*

9. Never take shortcuts

Procedures exist to keep workers safe. Though skipping a step or not wearing safety gear may save you time, it isn't worth getting injured over. Use every tool and machine according to the instructions.

10. Remain aware of new safety procedures

Though it is the responsibility of the company to make staff aware of new safety procedures, it is your responsibility to make sure that you fully understand the information. If you're unsure about a new procedure, ask questions.

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.

Stress affects people in a variety of ways such as muscle tension, headaches, stomach discomfort, high blood pressure, and heart disease. Ignoring workplace stress can have lasting harmful effects on individuals, families, co-workers, and communities.

Here's a link to the OSHA [Bulletin](#) (pdf)

Take Care of your Mental Health!
**A healthy mind is very important
for a healthy body!**

Hard to believe we'll be heading into fall before you know it. Seasonal health issues will be here soon. 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](#)
- [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!!