

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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DOL Adjustments to OSHA Civil Penalties for 2024

The U.S. Department of Labor announced changes to **Occupational Safety and Health Administration** civil penalty amounts based on cost-of-living adjustments for 2024 on January 11.

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. In 2024, January 15 is a federal holiday. Therefore, new **OSHA** penalty amounts became effective Jan. 16, 2024.

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](#)



▶ **DOL Adjustments to OSHA Civil Penalties for 2024**

The U.S. Department of Labor changes to **Occupational Safety and Health Administration** civil penalty amounts based on cost-of-living adjustments for 2024. [read more...](#)

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- ▶ **FMCSA Moves on Registration-System Update**
USDOT number will be the sole identifier for all entities in its new registration system [read more...](#)
- ▶ **Truck History Reports** — Look up the full history of any truck, including: reported accidents, inspection violations, insurance claim, owner history and more. [read more...](#)
- ▶ **Colo. Law: Move Over for Me** "*Slow Down, Move Over*" protections to **ALL disabled vehicles**. [read more...](#)
- ▶ **CVSA's International Roadcheck is Scheduled for May 14-16**
...focus areas — tractor protection systems and alcohol and controlled substance possession. [read more...](#)
- ▶ **Final EPA Phase 3 Rule Sets Truck CO2-Emissions Limits** ... covering model years 2027 through 2032. [read more...](#)
- ▶ **2024 CVSA Out-of-Service Criteria Now Available in the CVSA App** [read more...](#)

MSHA NEWS SUMMARY

- ▶ The Mine Safety and Health Administration is now on **FACEBOOK!** [read more...](#)
- ▶ **DOL Issues Final Rule Reducing Silica Dust Exposure, Better Protecting Miners' Health from Irreversible Workplace Illnesses** [read more...](#)
- ▶ **5 Safe Machinery Practices for Miners** [read more...](#)



MONTHLY SAFETY & HEALTH TIP NEWS SUMMARY

- ▶ **"What safety training do I need?"** [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)

> ACCIDENT INVESTIGATION TECHNIQUES

This course outlines effective accident investigation techniques and methods for increasing employee reporting of near misses, first aid cases, and injuries / accidents. Techniques discussed include Root Cause Analysis, the 5 Whys, and the Fishbone Diagram.

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

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

- *PEC Safeland Basic Orientation: **NEW 2021 SAFELAND:** May 10 (All Virtual); May 20, 30; 8 – 4:30;
- *First Aid/CPR/AED/BLOODBORNE PATHOGENS (We offer MEDIC FIRST AID): May 6, 21; 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]: May 6, 21; 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

► 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
NHTSA
DOT
MSHA
US DOL
Overdrive
RIGDIG
ANSI
EPA
CO DOT
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](#)



DEADLINE WAS MARCH 2ND



.... 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'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
(0)	(0)	(0)	(0)

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

Injury and Illness Types

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
- Job Aids (How-To)
- When must covered establishments submit their completed Form 300A?
- 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](#).

DOL Rule Expanding Submission Requirements for Injury, Illness Data Provided by Employers in High-Hazard Industries

Final rule took effect Jan. 1, 2024, for certain employers



The U.S. Department of Labor's final rule requires certain employers in designated high-hazard industries to electronically submit injury and illness information – that they are already required to keep – to the department's **Occupational Safety and Health Administration**.

The [final rule, effective starting Jan. 1, 2024](#), now includes the following submission requirements:

- Establishments with 100 or more employees in certain high-hazard industries must electronically submit information from their Form 300-Log of Work-Related Injuries and Illnesses, and Form 301-Injury and Illness Incident Report to OSHA once a year. These submissions are in addition to submission of Form 300A-Summary of Work-Related Injuries and Illnesses.
- To improve data quality, establishments are required to include their legal company name when making electronic submissions to OSHA from their injury and illness records.

OSHA will publish some of the data collected on its website to allow employers, employees, potential employees, employee representatives, current and potential customers, researchers and the general public to use information about a company's workplace safety and health record to make informed decisions. OSHA believes that providing public access to the data will ultimately reduce occupational injuries and illnesses.

"Congress intended for the Occupational Safety and Health Act to include reporting procedures that would provide the agency and the public with an understanding of the safety and health problems workers face, and this rule is a big step in finally realizing that objective," explained Assistant Secretary for Occupational Safety and Health Doug Parker. "OSHA will use these data to intervene through strategic outreach and enforcement to reduce worker injuries and illnesses in high-hazard industries. The safety and health community will benefit from the insights this information will provide at the industry level, while workers and employers will be able to make more informed decisions about their workplace's safety and health."

The final rule retains the current requirements for electronic submission of information from Form 300A from establishments with 20-249 employees in certain high-hazard industries and from establishments with 250 or more employees in industries that must routinely keep OSHA injury and illness records.

Learn more about OSHA's [injury and illness recordkeeping and reporting requirements](#).

Fee Changes for Student Course Completion Cards for Outreach Training Program

Effective Oct. 1, 2023, fees for new course completion cards is \$10 per card. OSHA will adjust the fee every two years if needed based on the Consumer Price Index.

Fees for replacement cards are established by the Authorizing Training Organizations.

OSHA has created 10- and 30-hour basic safety courses tailored to construction, maritime and general industry, as well as 7.5- and 15-hour classes for disaster site workers. These courses cover the basics of worker rights and OSHA protections. They also describe how to identify, avoid and prevent workplace hazards. OSHA does not require these courses but some municipalities, unions, employers and other organizations do. In fiscal year 2022, the program trained more than one million students.



MJS Legacy Safety

is an [Authorized Outreach Trainer](#).

We offer the OSHA 10 & 30 hour courses for students.

WE CAN HELP WITH REPLACEMENT STUDENT COURSE COMPLETION CARDS IF THE COURSE WAS TAKEN WITH CARRIE AND IS LESS THAN 5 YEARS OLD.

Give us a call!

To obtain copies of course completion documents, such as student course completion cards, students must contact the original training provider. Please note, replacement student course completion cards for OSHA Outreach Training Program classes cannot be issued for training completed more than five years ago. Only one replacement card may be issued per student per class.

[Authorized outreach trainers and online providers](#)

[More about OSHA's voluntary Outreach Training Programs](#)

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.

National Safety Stand-Down To Prevent Falls in Construction

MAY 6-10, 2024

Help to eliminate fatal falls by joining workers and employers across the country May 6-10 in the [National Safety Stand-Down to Prevent Falls](#).

Fatalities caused by falls from elevation continue to be a leading cause of death for construction employees, accounting for 395 of the 1069 construction fatalities recorded in 2022 (BLS data). Those deaths were preventable. The **National Safety Stand-Down** raises fall hazard awareness across the country in an effort to stop fall fatalities and injuries.

What is a Safety Stand-Down?

A **Safety Stand-Down** is a voluntary event for employers to talk directly to employees about safety. Any workplace can hold a stand-down by taking a break to focus on "Fall Hazards" and reinforcing the importance of "Fall Prevention". Employers of companies not exposed to fall hazards, can also use this opportunity to have a conversation with employees about the other job hazards they face, protective methods, and the company's safety policies and goals. It can also be an opportunity for employees to talk to management about fall and other job hazards they see.

If you're working at 6 feet or higher, you need fall protection.

Need help with
FALL PROTECTION TRAINING COURSES?
Give Carrie or Jeremy a call – MJS Legacy Safety!

How to Conduct a Safety Stand-Down and [FAQs](#)
Go to this [link](#) for complete event information

US DOL Issues Final Rule to Clarify Rights to Employee Representation During OSHA Inspections

The U.S. Department of Labor recently announced a **Final Rule** on the **Worker Walkaround Representative Designation Process** clarifying the rights of employees to authorize a representative to accompany an **Occupational Safety and Health Administration** compliance officer during an inspection of their workplace. The [final rule](#) was published in the *Federal Register* on April 1.

The **Occupational Safety and Health Act** gives the employer and employees the right to authorize a representative to accompany OSHA officials. OSHA is amending its **Representatives of Employers and Employees** regulation to clarify that the representative(s) authorized by employees may be an employee of employer or third party; such third-party employee representative(s) may accompany the **OSHA Compliance Safety and Health Officer (CSHO)** when, in the judgment of the CSHO, good cause has been shown why they are reasonably necessary to aid in the inspection. The clarifications aid OSHA's workplace inspections by better enabling employees to select representative(s) of their choice to accompany the CSHO during a physical workplace inspection. Employee representation during the inspection is critically important to ensuring OSHA obtains the necessary information about worksite conditions and hazards.

Consistent with OSHA's historic practice, the rule clarifies that a non-employee representative may be reasonably necessary based upon skills, knowledge or experience. This experience may include knowledge or experience with hazards or conditions in the workplace or similar workplaces, or language or communication skills to ensure an effective and thorough inspection. These revisions better align OSHA's regulation with the **OSH Act** and enable the agency to conduct more effective inspections. OSHA regulations require no specific qualifications for employer representatives or for employee representatives who are employed by the employer.

The rule is in part a response to a 2017 court decision ruling the agency's existing regulation, [29 CFR 1903.8\(c\)](#), only permitted employees of the employer to be authorized as representatives. However, the court acknowledged that the **OSH Act** does not limit who can serve as an employee representative and that OSHA's historic practice was a "persuasive and valid construction" of the **OSH Act**. Today's final rule is the culmination of notice and comment rulemaking that clarifies OSHA's inspection regulation and aligns with OSHA's longstanding construction of the act.

"Worker involvement in the inspection process is essential for thorough and effective inspections and making workplaces safer," said Assistant Secretary for Occupational Safety and Health Doug Parker. *"The Occupational Safety and Health Act gives employers and employees equal opportunity for choosing representation during the OSHA inspection process, and this rule returns us to the fair, balanced approach Congress intended."*

The rule is effective on May 31, 2024.



SAVE THE DATE:

AUGUST 12-18, 2024

Safe + Sound Week is a nationwide event held each August that recognizes the successes of workplace health and safety programs and offers 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**. Please check back soon!

WHY PARTICIPATE?

Successful safety and health programs can proactively identify and manage workplace hazards before they cause injury or illness, improving sustainability and the bottom line. Participating in **Safe + Sound Week** can help get your program started, energize an existing one, or provide a chance to recognize your safety successes.

WHO PARTICIPATES?

All organizations looking for an opportunity to recognize their commitment to safety are welcome to participate. Last year, more than 3,300 businesses helped to raise awareness about workers' health and safety!

Check out our [event archive](#) for information on previous years' engagement.

OSHA's Whistleblower Protection Program enforces more than 20 laws protecting employees across many industries for reporting violations.



Your Rights Against Retaliation

OSHA is holding a [May 15 meeting](#) to hear public suggestions on improving OSHA's [Whistleblower Protection Program](#).

Register to participate in [English](#) or [Spanish](#) by May 8.

Whistleblower: Workers Have Rights ([Card](#))

Head Protection:

SAFETY HELMETS IN THE WORKPLACE

OSHA regulates head protection for general industry, construction, and maritime and requires employers to ensure affected workers wear appropriate head protection. This **Safety and Health Information Bulletin (SHIB)** provides information for employers and employees when selecting PPE for head protection. This SHIB also provides instructions for properly inspecting and storing head protection. With a thorough understanding of the benefits and capabilities of head protection options, employers and workers can make informed decisions on selection and use.

Background

Proper head protection is crucial in work environments with falling objects, struck-by, overhead electrical hazards, and risks from slips, trips, and falls. Both scientific understanding of head injuries and head protection technology continues to advance. Modern head protection, whether it's a safety helmet or a hard hat, varies in styles and levels of protection, allowing employers and workers to choose head protection appropriate for the job. OSHA's head protection standards state that there can be compliance through ANSI Z89.1-2009, 2003, and 1997: published by the International Safety Equipment Association (ISEA). The range of products available today allows employers and employees to select the right type of head protection for the job, comply with the requirements of all OSHA standards (general industry, construction, maritime), and obtain optimum head protection.

Two Types (impact) and three Classes (electrical) of head protection are recognized.

Type I head protection offers protection from blows to the top of the head.

Type II head protection offers protection from blows to the top and sides of the head.

Class G (General) head protection is designed to reduce exposure to low voltage conductors and are proof tested at 2,200 volts (phase to ground).

Class E (Electrical) head protection is designed to reduce exposure to higher voltage conductors and are proof tested at 20,000 volts (phase to ground).

Class C (Conductive) head protection is not intended to provide protection against contact with electrical hazards.



ANSI Z89.1-compliant head protection, including safety helmets and hard hats, are manufactured using a wide range of materials from high density polyethylene to glass reinforced nylon. Some hard hats and safety helmets incorporate advanced energy re-distribution solutions that reduce rotational forces of certain impacts and distribute impact energy throughout the headwear to help reduce brain trauma. Chin straps are recognized as an effective way to keep head protection on when working in awkward positions or when experiencing a slip or fall and should be considered for use with all head protection.

Manufacturers offer an array of product-specific approved optional features designed to address specific workplace hazards. Accessories can include add-on face shields or goggles, to protect against projectiles, dust, and chemical splashes, and hearing protection and communication systems. In addition, impact indicator technology can be mounted on protective headwear for concussion awareness. However, head protection with integrated technology may not be suitable for some workplaces.

Choosing the right head protection

Employers must conduct a hazard assessment at their job site and based on the workplace hazards, determine whether head protection is necessary and if so, the most appropriate type.

General Industry. 29 CFR 1910.135 - Head Protection: *The general requirements of this standard state that "The employer shall ensure that each affected employee wears a protective helmet when working in areas where there is a potential for injury to the head from falling objects," 29 CFR 1910.135(a)(1), and that "The employer shall ensure that a protective helmet designed to reduce electrical shock hazard is worn by each such affected employee when near exposed electrical conductors which could contact the head," 29 CFR. § 1910.135(a)(2).*

Construction. 29 CFR 1926.100 – Head Protection: *This standard generally requires that "Employees working in areas where there is a possible danger of head injury from impact, or from falling or flying objects, or from electrical shock and burns, shall be protected by protective helmets." 29 CFR 1926.100(a).*

For complete head protection information go to this link... [Safety and Health Information Bulletin SHIB 3-6-2024](#)

HEAT: PLANNING & SUPERVISION

Heat-related illness can affect workers in many industries, at indoor or outdoor worksites.

Some job-related risk factors include:

- Outdoor work in warm weather,
- Heat sources such as ovens, fires, or hot tar,
- Strenuous physical activity, and
- Heavy or non-breathable work clothes.

When these (or other) heat hazards are present, employers should plan ahead to protect workers.

Creation of a Heat Illness Prevention Plan

Employers should create a written plan to prevent heat-related illness.

Important elements to consider when creating the heat plan are:

- Who will provide oversight on a daily basis?
- How will new workers gradually develop heat tolerance?
- Temporary workers may be more susceptible to heat and require closer supervision.
- Workers returning from extended leave (typically defined as more than two weeks) may also be at increased risk.
- How will the employer ensure that first aid is adequate and the protocol for summoning medical assistance in situations beyond first-aid is effective?
- What engineering controls and work practices will be used to reduce heat stress?
- How will heat stress be measured?
- How to respond when the National Weather Service issues a heat advisory or heat warning?
- How will we determine if the total heat stress is hazardous?
- What training will be provided to workers and supervisors?

Day-to-Day Supervision

Heat conditions can change rapidly and management commitment to adjusting heat stress controls is critical to prevent heat illness. An individual at the worksite should be responsible for monitoring conditions and implementing the employer's heat plan *throughout the workday*. This individual can be a foreman, jobsite supervisor, plant manager, safety director, or anyone else with the [proper training](#). Proper training includes knowing how to:

- identify and control heat hazards;
- recognize early symptoms of heat stress;
- administer first aid for heat-related illnesses; and
- activate emergency medical services quickly when needed.

Ideally, the individual who is responsible for the heat plan should be on-site, where the workers are. On-site monitoring allows accurate determination of heat stress. In some industries with a widely distributed workforce, such as mail and package delivery, on-site monitoring might not be feasible. In those cases, the responsible individual at the site should be fully trained on the means and methods to contact and report to the employer any adverse heat related conditions that may develop on the site as well as any signs and symptoms of heat related illness experienced by any of the workers.

The responsible individual in a central location should estimate heat stress using the best available methods for [remote estimation](#).

Employers who want more detailed information can consult the [Additional Resources](#).



Hydration is
always trendy



OSHA | 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!

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.

CO Employment Security Act (Unemployment Insurance) 2022

The Social Security Act of 1935 directed the establishment of Colorado's unemployment compensation program. Unemployment insurance provides temporary financial assistance to workers who have lost their jobs through no fault of their own.

The [Colorado Employment Security Act](#), known as CESA, is Colorado's law that provides for the administration of the state's unemployment insurance program.

[CO Employment Security Act \(Unemployment Insurance\) poster](#) (pdf)

Final Rule: RESTORING AND EXTENDING OVERTIME PROTECTIONS

NOTICE: On April 23, 2024, the U.S. Department of Labor announced a final rule, [Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales, and Computer Employees](#). The final rule, which takes effect on July 1, 2024, updates and revises the regulations issued under section [13\(a\)\(1\)](#) of the Fair Labor Standards Act implementing the exemption from minimum wage and overtime pay requirements for executive, administrative, and professional (EAP) employees.

Revisions include increases to the standard salary level and the highly compensated employee total annual compensation threshold on the rule's effective date on July 1, 2024, and on January 1, 2025, when changes in the methodologies used to calculate these levels become applicable.

The final rule also provides for future updates of these levels every three years to reflect current earnings data. These scheduled increases are displayed at this [link](#).

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

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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)

Inspection Bulletin

2024-01 – Unified Carrier Registration Enforcement Bulletin for 2024 Registration Year

Created: Jan. 1, 2024

Summary

- This [bulletin](#) (pdf) provides guidance for verifying compliance with Unified Carrier Registration (UCR) during a roadside inspection and encourages roadside enforcement for the 2024 registration year, effective Jan. 1, 2024.

Want to learn more about the UCR Plan?

- To learn more about the UCR Plan, go to <https://plan.ucr.gov/>.

Enforcement Guidance

- The 2024 UCR enforcement begins Jan. 1, 2024. The UCR Board recommends that states begin enforcement for the 2024 registration year on Jan. 1, 2024.
- The **Federal Motor Carrier Safety Administration (FMCSA)** has a Title 49 Code of Federal Regulations (CFR) violation code in the inspection software to indicate that a carrier is not in compliance with UCR, which is 392.2 UCR - Failure to pay UCR fees.
- Any non-compliance of the UCR registration should be documented on the Driver/Vehicle Examination Report as a “392.2 UCR - Failure to pay UCR fees” violation.



UCR fees for 2024 registration year are approximately 9% less than fees for 2023, depending on the applicable fee bracket.

The changes reduce the fees paid by motor carriers, brokers, freight forwarders, and leasing companies to the UCR Plan and the participating states.

The official website of the UCR plan is Plan.UCR.gov.

The new fees for the 2024 registration year:

2023 vs. 2024 Unified Carrier Registration Plan fees						
No. of power units	0-2	3-5	6-20	21-100	101-1,000	1,001 and above
2023 fee (previous)	\$41	\$121	\$242	\$844	\$4,024	\$39,289
2024 fee (new)	\$37	\$111	\$221	\$769	\$3,670	\$35,836
Difference	-\$4	-\$10	-\$21	-\$75	-\$354	-\$3,453

Inspectors Ask FMCSA to Alter Inspection Report Requirements

The **Commercial Vehicle Safety Alliance** has petitioned federal regulators to amend a rule related to the requirement for motor carriers to return inspection reports to the issuing agency certifying that all violations have been corrected.



Currently, [49 Code of Federal Regulations Part 396.9\(d\)\(3\)](#) requires that motor carriers and intermodal equipment providers return inspection reports to the issuing agency within 15 days of issuance, certifying that all necessary repairs have been made. The regulation also requires that carriers and intermodal equipment providers retain a copy of the report at their principal place of business, or where the vehicle is housed, for 12 months from the date of inspection.

CVSA petitioned the **Federal Motor Carrier Safety Administration** to remove the requirement that reports be returned and only require carriers to keep the reports for 12 months. CVSA also proposed that FMCSA add that the agency that issues the inspection report "has the option to require the motor carrier or intermodal equipment provider to return the completed roadside inspection form to the issuing agency as indicated on the form within 15 days following the date of the inspection."

CVSA said that, according to FMCSA data, jurisdictions issued 2,937,535 inspection reports in 2023, of which 1,666,282 included at least one violation, and motor carriers were required to sign and return those 1,666,282 reports. CVSA received a request from the North Carolina State Highway Police asking the alliance to consider petitioning FMCSA to remove that requirement.

"While the regulations require the motor carrier sign and return the inspection report, there is no corresponding requirement that the issuing agency do anything with the returned form," CVSA said. "As such, the majority of jurisdictions simply file the forms away or dispose of them, without taking any additional action that would benefit or improve safety."

The alliance added that because the state jurisdictions have access to the Query Central system to view past inspections, the requirement to return inspection reports is "antiquated and redundant."

CVSA noted, however, that it wants to keep the option open for jurisdictions to require the reports to be returned, as some may "use the forms as a mechanism to identify motor carriers that require additional intervention."

CVSA Announces Dates for Operation Safe Driver Blitz

The **Commercial Vehicle Safety Alliance**, the body that helps annually update out-of-service criteria, the agenda at Roadcheck and more, has announced July 7-13 for this year's [Operation Safe Driver Week](#), which it calls "a safe-driving enforcement and outreach initiative aimed at improving driving behaviors through educational and traffic-enforcement strategies and driver interactions with law enforcement."

During **Operation Safe Driver Week 2024**, law enforcement in Canada, Mexico and the U.S. will look out for commercial motor vehicle drivers and passenger vehicle drivers "engaging in unsafe driving behaviors, such as speeding, distracted driving, following too closely, drunk or drugged driving, etc," the group said.

"Drivers engaging in such behaviors will be pulled over by law enforcement and may be issued a warning or citation," it warned.

This year's blitz will target [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," CVSA said. "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."

CVSA cited the **National Highway Traffic Safety Administration** as saying communication and outreach help safety programs, but that alone is "unlikely to have an effect unless they are tied to vigorous enforcement."

CVSA believes the enforcement effort can fill that role, the group noted. "Operation Safe Driver Week aims to improve the safety of our roadways through proactive driver safety outreach and education, and by addressing unsafe driving behaviors through responsive traffic enforcement when drivers are identified engaging in dangerous driving behaviors on our roadways."



FMCSA Moves on Registration-System Update



According to the **Federal Motor Carrier Safety Administration**, the **USDOT number** will be the **sole identifier** for all entities in its new registration system, doing away with **MC numbers** and making good on a move the agency's been talking about for at least a decade.

FMCSA is requesting approval from the **White House Office of Management and Budget** for a new information collection request (ICR) titled "**FMCSA Registration System (FRS)**."

In a [Federal Register notice](#) that was set for publication Friday, April 19, **FMCSA** said it is replacing its **Unified Registration System (URS)** with a new online registration system, which will be named the **FMCSA Registration System**. **FMCSA** announced its plans to overhaul its registration system recently at the **Mid-America Trucking Show**, partly in an effort to "clean up the bad actors" in the industry.

The new system will allow anyone required to register under the agency's commercial or safety jurisdiction to do so online. Specifically, this new ICR will apply to:

- New registrants applying for safety and/or operating authority registration for the first time from FMCSA.
- Existing registrants (i.e., entities that already have a USDOT number and/or operating authority) that are subject to FMCSA's registration and certification regulations that wish to apply for additional authorities.
- Mexico-domiciled carriers that wish to operate beyond the U.S. municipalities on the U.S.-Mexico border and their commercial zones.
- Registrants seeking to process name changes, address changes, and reinstatements of operating authority for motor carriers, freight forwarders, and brokers.
- Registrants that are requesting to voluntarily suspend their safety and/or operating authority registration with FMCSA.
- Motor carriers, brokers and freight forwarders that must designate an agent on whom service of notices in proceedings before the Secretary may be made.

It will also apply to designated agents and those entities providing proof of financial responsibility requirements, such as insurance companies and broker bond agents, **FMCSA** noted.

According to **FMCSA**, the new **FRS** will eliminate a number of forms currently used by motor carriers and others in the transportation industry, including the **MCS-150, BOC-3, OP-1** and more, integrating them all into a new online system.

The agency will accept comments on the proposed information collection for 60 days after its publication. Comments can be [filed here](#) through **June 18**.

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

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**.

CVSA's International Roadcheck is Scheduled for May 14-16

The **Commercial Vehicle Safety Alliance's (CVSA) International Roadcheck** is a high-visibility, high-volume commercial motor vehicle inspection and regulatory compliance enforcement initiative that takes place over three days in Canada, Mexico and the United States.

CVSA-certified law enforcement personnel will inspect commercial motor vehicles and drivers at weigh/inspection stations, temporary sites and mobile patrols to verify compliance with federal, state, provincial or territorial regulations. Data from the 72 hours of International Roadcheck will be collected and the results will be released this summer.

Each year, International Roadcheck places special emphasis on a category of violations. This year, International Roadcheck will have two focus areas – tractor protection systems and alcohol and controlled substance possession.

Controlled substance and alcohol possession/use remains a significant concern for motor carriers, drivers and the general public. The number of prohibited drivers listed in the [U.S. Drug and Alcohol Clearinghouse \(DACH\)](#) has been increasing. This alarming trend poses a threat to all motorists who travel on roadways throughout North America.

This year's International Roadcheck will serve as a reminder to motor carriers to establish and strictly enforce clear policies to prevent controlled substance and alcohol possession or use in the workplace. In addition, U.S. motor carriers should regularly query the DACH to ensure their drivers are not in prohibited status.

Commercial motor vehicle drivers are reminded to adhere to their company's policies and to not possess, use or be under the influence of alcohol or controlled substances while on duty. Inspectors are reminded to be vigilant in the detection and interdiction of such driver violations during every inspection.

In addition, by focusing on the tractor protection systems, International Roadcheck aims to increase awareness for drivers, motor carriers, technicians and enforcement personnel of these critically important vehicle components; specifically, the tractor protection valve, trailer supply valve and anti-bleed back valve, which may be overlooked during trip and roadside inspections. To assist drivers and motor carriers in the proactive assessment and maintenance of those components, CVSA has provided an [inspection bulletin](#) outlining the steps on how to properly check tractor protection systems. The bulletin is also available in [French](#) and [Spanish](#).

Over the three days of International Roadcheck, inspectors will conduct their routine [North American Standard Level I Inspection](#), which is a thorough 37-step inspection procedure consisting of the examination of vehicle components and driver documentation and requirements.

During the [vehicle portion](#) of the Level I Inspection, inspectors will ensure the vehicle's brake systems, cargo securement, coupling devices, driveline/driveshaft components, driver's seat, fuel and exhaust systems, frames, lighting devices, steering mechanisms, suspensions, tires, wheels, rims, hubs, and windshield wipers are compliant with regulations. In addition, inspections of motorcoaches, passenger vans and other passenger-carrying vehicles will also include the examination of emergency exits, seating, and electrical cables and systems in the engine and battery compartments.



A vehicle that successfully passes a Level I or V Inspection without any critical vehicle inspection item violations may receive a [CVSA decal](#), which is valid for three months.

If out-of-service violations, as outlined in the [North American Standard Out-of-Service Criteria](#), are found during an inspection, the vehicle will be restricted from operating until all out-of-service violations have been properly addressed.

During the [driver portion](#) of an inspection, inspectors will check the driver's operating credentials, hours-of-service documentation, DACH status (in the U.S.), seat belt usage, and for alcohol and/or drug impairment.

If an inspector identifies driver out-of-service violations, such as not possessing a valid or necessary operating license or exhibiting signs of impairment, the inspector will restrict that driver from operating their vehicle. For International Roadcheck, in case of inclement weather or other limiting circumstances, instead of a Level I Inspection, a jurisdiction or an inspector may opt to conduct a Level II Walk-Around Driver/Vehicle Inspection or Level III Driver/Credential/Administrative Inspection, neither of which are eligible for a CVSA decal.

CVSA is a nonprofit organization comprised of local, state, provincial, territorial and federal commercial motor vehicle safety officials and industry representatives in Canada, Mexico and the US. The Alliance aims to prevent commercial motor vehicle crashes, injuries and fatalities and believes that collaboration between government and industry improves road safety and saves lives. Our mission is to improve commercial motor vehicle safety and enforcement by providing guidance, education and advocacy for enforcement and industry across North America.



Final EPA Phase 3 Rule Sets Truck CO2-Emissions Limits

The Environmental Protection Agency recently unveiled its new CO2-emissions standards for heavy-duty trucks, covering model years 2027 through 2032, with [a final rule](#).

The new emissions standards laid out in the final rule are somewhat more ambitious than those proposed last year. For example, truck manufacturers are afforded more time (2027-2030) before CO2 reductions begin to apply to sleeper-cab tractors, yet on the flipside, stronger CO2 reductions targets are set for 2031 and 2032.

Perfect Reduction from the Phase 2 CO ₂ Emission Standards						
Model Year:	2027	2028	2029	2030	2031	2032
Light-Heavy Vocational	17%	22%	27%	32%	46%	60%
Medium-Heavy Vocational	13%	16%	19%	22%	31%	40%
Heavy-Heavy Vocational	--	--	13%	15%	23%	30%
Day Cab Tractors	--	8%	12%	16%	28%	40%
Sleeper Cab Tractor	--	--	--	6%	12%	25%

The EPA rule does not specify any particular emissions solution for truck makers in its rules, maintaining its promise of a "technology-neutral" approach. However, it will be difficult for manufacturers to hit emissions benchmarks without sales of either hybrid, battery-electric or hydrogen-electric trucks, many watchers believe.

Notably, in the final rule, EPA charts two different potential technology paths for manufacturers to get there -- a big part of the consternation among trucking interests about the new standards, given one of those projections shows ZEV-sales percentages equal to those in the table above charting CO2 reductions. To wit, that projection is for 25% of sleeper trucks sold as zero-emissions vehicles in 2032.

Both the Owner-Operator Independent Drivers Association and the American Trucking Associations were quick to note their belief that the targets are simply unachievable.

OIDA President Todd Spencer said the "administration seems dead set on regulating every local mom and pop business out of existence with its flurry of unworkable environmental mandates."

For once, Spencer and ATA head Chris Spear appear to be on the same page. Spear noted ATA opposes the rule in its current form because the post-2030 targets remain "entirely unachievable given the current state of zero-emission technology, the lack of charging infrastructure and restrictions on the power grid. Any regulation that fails to account for the operational realities of trucking will set the industry and America's supply chain up for failure."

A report released earlier this month by the Clean Freight Coalition (CFC), an alliance of truck transportation stakeholders whose founding members include the ATA and Truckload Carriers Association, among others, found that the full electrification of the U.S. medium- and heavy-duty commercial truck fleet is a nearly \$1 trillion enterprise in infrastructure investment alone: upwards of \$620 billion from the trucking industry in chargers, site infrastructure and electric service upgrades. The trillion dollar total doesn't include the cost of the trucks themselves.



Unsubsidized, those costs are currently two times and more, in some cases, higher than diesel counterparts.

EPA Administrator Michael Regan called the Phase 3 rule "the strongest national greenhouse gas standard for heavy-duty vehicles in history," and claimed, in the long run, it will save fleets costs on fuel expenses. EPA estimates new trucks could save motor carriers upwards of \$3.5 billion in fuel and other costs over the six model year period.

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 take 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](#).

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 Issues Final Rule Reducing Silica Dust Exposure, Better Protecting Miners' Health from Irreversible Workplace Illnesses

Final rule also creates new program requiring metal, nonmetal operators to provide health exams at no cost to miners, similar to existing coal miners' program

The U.S. Department of Labor announced recently that its **Mine Safety and Health Administration** has issued a [final rule](#) to **better protect** the nation's miners from health hazards associated with **exposure to respirable crystalline silica**, also known as **silica dust** or **quartz dust**.

The **final rule** **lowers** the permissible **exposure limit** of **respirable crystalline silica** to **50 micrograms per cubic meter** of air for a **full-shift exposure**, calculated as an **8-hour time-weighted** average. If a **miner's** exposure **exceeds the limit**, the final rule **requires mine operators** to take **immediate corrective** actions to come into **compliance**.



"It is unconscionable that our nation's miners have worked without adequate protection from silica dust despite it being a known health hazard for decades," said Acting **Secretary Julie Su**. *"Today, the **Department of Labor** has taken an important action to finally reduce miners' exposure to toxic silica dust and protect them from suffering from preventable diseases."*

In addition to reducing exposure limits, the final rule does the following:

- *Requires mine operators to use engineering controls to prevent miners' overexposures to silica dust and use dust samplings and environmental evaluations to monitor exposures.*
- *Compels metal and nonmetal mine operators to establish medical surveillance programs to provide periodic health examinations at no cost to miners. The exams are similar to the medical surveillance programs available to coal miners under existing standards.*
- *Replaces an outdated standard for respiratory protection with a new standard reflecting the latest advances in respiratory protection and practices. This update will better protect miners against airborne hazards, including silica dust, diesel particulate matter, asbestos and other contaminants.*

"This rule reducing miners' exposures to toxic silica dust has been a long time in the making, and the nation's miners deserve its health protections," said **Assistant Secretary for Mine Safety and Health Chris Williamson**. *"Congress gave **MSHA** the authority to regulate toxic substances to protect miners from health hazards and made clear in the **Mine Act** that miners' health and safety must always be our first priority and concern. To further advance this directive, **MSHA** is committed to working together with everyone in the mining community to implement this rule successfully. No miner should ever have to sacrifice their health or lungs to provide for their family."*

Inhalation of respirable crystalline silica, a **carcinogen**, can cause **serious lung** and other **diseases**, such as silicosis, **lung cancer**, progressive massive fibrosis, **chronic bronchitis** and kidney disease. Exposure to **mixed coal mine dust** containing **respirable crystalline silica** can lead to the **development of black lung** disease and progressive **massive fibrosis**. These diseases are **irreversible** and **can be fatal**. **They are also preventable.**

MSHA's final rule will improve the **health and safety** of U.S. miners **significantly**. The rule **will result** in an estimated **total of 1,067 lifetime avoided deaths** and **3,746 lifetime avoided cases** of **silica-related illnesses**.

[Read MSHA's silica rule](#) in the *Federal register*

5 Safe Machinery Practices for Miners



Machines are an integral part of the mining process but there are many dangers of working with heavy machinery – being struck or run over, being crushed or entangled in any part of the machine or driving into unmarked or unguarded holes in the ground, to name a few.

In 2023, 16 miners died in incidents caused by a malfunction, improperly maintained or damaged machinery. This includes a 28-year-old plant operator who died while performing maintenance on a primary jaw crusher. The swing jaw of the crusher moved and pinned him between the back of the jaw and a toggle block frame. Investigators determined that the accident occurred because the operator did not block the moveable parts of the crusher and did not provide adequate maintenance training for the crusher.

Many more miners are seriously injured each year by machinery. Some of the machinery types most often involved in accidents are electric and air-powered tools, loading machines, conveyors, roof/rock bolting machines, milling machines and haulage equipment.

Under the Mine Act, mine operators have ultimate responsibility for the safety and health of their miners. There's an ongoing need for operators and others in the mining community to engage with miners about safety procedures to safely operate and work around machines. It is important that all miners working near large mobile equipment and equipment operators communicate and are visible to each other before a miner gets close to the equipment.

Follow these five best practices to prevent injuries while working around machines:

- **Block machinery.** *Machinery must be blocked against motion and disconnected from power before repair and maintenance is performed. When mobile equipment is not in motion, it must be locked in place.*
- **Guarding.** *Miners can be struck, pulled into or crushed by moving parts of machinery. Point-of-contact guards protect miners from moving parts, flying debris and other potential safety hazards.*
- **Maintenance.** *When machines are not properly maintained, they can become unsafe to use. To prevent hazards, it is important to perform regular maintenance on all machines and to inspect them for damage before operating them. Damaged machines must be tagged, removed and reported to the proper person to perform repairs.*
- **Training.** *Mine operators are responsible for providing safety and health training to all new miners, as well as a minimum of eight hours of refresher training each year. Most importantly, mine operators must make sure miners are always adequately task trained.*
- **Personal Protective Equipment.** *You should wear job-specific PPE when working near machines. Items such as gloves, shoes, ear plugs and hard hats protect you against hazards. You should wear close-fitting clothes that won't get caught or sucked into moving parts of machinery.*

MSHA's new [Safety Program for Surface Mobile Equipment](#) rule requires mine operators to develop a written safety program for surface mobile equipment — excluding belt conveyors — in surface mines and the surface areas of underground mines. These safety programs must also be shaped with contributions from miners and their representatives, with a focus on identifying and mitigating hazards and potential risks associated with the equipment.

Importantly, the final rule allows mine operators flexibility to devise a safety program that is appropriate for their specific mining conditions and operations.

Learn more about the rule and how to develop a written safety program at [msha.gov](https://www.msha.gov).

Give us a call at [MJS Legacy Safety](#). We can help!!

“What safety training do I need?”

The **OSHA** manuals are dense, regulations are difficult to understand, and matching your workplace hazards to training is tricky. And, Federal **OSHA** regulations apply to every state, even if you live in a state with a specific **OSHA** state plan.

Who has time for that? Wouldn't it be nice if someone did this and could get you started quickly?

MJS Legacy Safety offers OSHA 10 & 30 hour courses.

We will provide training in person

OR

we can arrange access to training through an online platform as well.

OSHA Classes: Online vs. In-Person Training

The U.S. **Occupational Safety and Health Administration (OSHA)** ensures that workers receive proper training in workplace safety. One way it achieves this goal is through 10- and 30-hour OSHA Outreach classes, which promote the basics of occupational safety and health for several industries.

Outreach training is available to workers and supervisors in online and classroom-based formats. Each version comes with advantages and disadvantages. Personal preference also plays a role. Some students prefer to train at home on their computer or mobile device, while others thrive in a classroom setting.

The online format for **OSHA** training is convenient and affordable, and you can complete it anywhere with internet access. And the classroom format makes it easier for students to engage with instructors and share their learning experiences with co-workers. Learn more about the advantages and disadvantages of each option.

What Are the Pros and Cons of Online OSHA Training?

The digital age has made the world a smaller place. That means it's much easier to deliver effective **OSHA** training into the home or workplace. Online Outreach training has many advantages and some minor disadvantages.

Advantages of online **OSHA** training include:

- *You can train 24/7 anywhere with internet access*
- *You can learn at your own pace*
- *It's often more affordable for workers and employers*

With an online training program, you can log in at home or work to complete your learning modules. You can finish multiple modules in one sitting or spread out your training over a couple days.

Many workers find online **OSHA** classes easier to complete than classroom-based programs. They can go at their own pace, breezing through familiar topics and spending extra time on unfamiliar subjects.

Online classes also tend to be less costly than in-person training. Employers don't need to reserve space or take workers off the job to complete their training. Employers can deliver the same training without spending nearly as much, providing an even better return on investment.

The biggest detriment of online training is that students cannot get answers about course topics as readily as they could in a classroom setting.

What Are the Pros and Cons of Classroom-Based OSHA Training?

The greatest advantage of in-person training is your immediate access to experienced experts in the field. You can ask a question as soon as it arises, and everyone present will learn the answer.

Other advantages of in-person **OSHA** classes include:

- *Workers complete the course together as a group*
- *The shared experience makes learning more fun and immersive*
- *Employers can be certain students are engaged in the coursework*

The biggest downside to classroom learning is the need for space and time. It costs money to host a group in a location and present the materials needed to complete the courses. In-person training also has a set schedule, making it much less flexible than online courses.

What kind of OSHA Classes Are Available?

Both online and in-person learning formats enable workers to complete their [OSHA](#) -authorized training and [earn an official OSHA card](#). For either option, the course you should take depends on your industry and job role.

10-Hour OSHA Outreach Training

[OSHA 10 classes](#) prepare entry-level workers to avoid common hazards in the workplace. This training introduces people to [OSHA](#) and important workplace rights. It also explains the employer's responsibility to provide a reasonably safe and healthful work environment.

Industry-specific versions of the [OSHA 10](#) course are available for workers in construction and general industry. Students who complete the course obtain an [OSHA 10](#) completion card affirming their program success.

30-Hour OSHA Outreach Training

Designed for managers, supervisors and workers with some safety responsibilities, the [OSHA 30 class](#) goes into more depth on workplace safety topics than [OSHA 10](#). Upon successful completion of the course, workers earn a 30-hour [OSHA](#) completion card.

Like the 10-hour Outreach program, the 30-hour course is available in industry-specific versions for workers and supervisors in construction and general industry.

Whether you choose an online or in-person format, [OSHA](#)-authorized training prepares you to keep your workplace reasonably safe for all.

Workers and supervisors learn about the latest industry-related health and safety procedures, which promotes a healthful workplace and minimizes accidents and occupational hazards.

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!**

Navigating the variety of viruses lurking around this season can be difficult at times. So that you can access the most updated information, we'll continue to provide links for your convenience.

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!!