

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.

carriejordan@mjsafety.com — jeremyjordan@mjsafety.net

Training facility and offices: 1760 BROAD ST, UNIT H, MILLIKEN, CO 80543

Mailing address: P.O. Box 10, Johnstown CO 80534

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

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



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

- **Repeat violations:** The maximum penalty for a repeat violation is \$165,514.
 - **Serious, Other-Than-Serious Posting Requirements:** \$16,550 per violation.
 - **Failure to Abate:** \$16,550 per day beyond the abatement date.
 - **Employer size:** Employers with 50 or fewer employees are eligible for a civil penalty reduction based on size.
- Visit the [OSHA Penalties page](#) for more information.
- Inspections, Citations, and Proposed Penalties Standard Number: [1903.15](#)



Safety for Everyone

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

- ▶ **DOL's OSHA Civil Penalties for 2025** [read more...](#)
- ▶ **Safety for Everyone - OSHA allows the public to request the translation of vital documents...** [read more...](#)
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- ▶ **The Role of Wearable Tech in Promoting Eco-Friendly Workplace Safety** [read more...](#)
- ▶ **A Quick Guide to Hearing Loss Prevention Regulations** [read more...](#)



- ▶ **Employers to Keep Employees Informed**
A new topic every month..... [read more...](#)

Your Right to Know

Division of Workers' Compensation (DOWC) - Rule 16-3(E), commonly referred to as the “third visit rule.”

TRANSPORTATION NEWS SUMMARY

- ▶ **Reminder - Federal Drug Testing Custody and Control Form Mandatory...** [read more...](#)
- ▶ **DOT 2025 Regs Violation Penalty Increases** [read more...](#)
- ▶ **CVSA's Operation Safe Driver Week Scheduled for July 13-19** [read more...](#)
- ▶ **Colo. Law: Move Over for Me ~ IT'S THE LAW ~** [read more...](#)
- ▶ **Slow Moving Vehicles (SMV) ... Sharing the Road Safely with Farm Equipment is the Right Thing to Do.** [read more...](#)
- ▶ **CVSA Brake Safety Week is scheduled for Aug. 24-30, 2025** [read more...](#)
- ▶ **House T&I Advances Trucking Jobs Bill for Veterans** [read more...](#)
- ▶ **Truck History Reports** — *Look up reported accidents, inspection violations, insurance claim, owner history and more.* [read more...](#)



TRANSPORTATION NEWS SUMMARY cont'd

▶ **FMCSA Streamlines Regulations on Truck Routing, Civil Penalties**

Changes will give motor carriers more clarity, agency says [read more...](#)

▶ **DOT Amends Oral Fluid Drug Testing Procedures** [read more...](#)

▶ **Your Road Guide to Workzone Safety** [read more...](#)

▶ **What Trucking Fleets Need to Know About Changes to Driver Medical Card Process**

No more paper medical examiner certificates means changes to fleet driver qualification procedures. [read more...](#)

MSHA NEWS SUMMARY

▶ **MSHA is now on FACEBOOK and INSTAGRAM!** [read more...](#)

▶ **U.S. DOL's Mine Safety and Health Administration** has launched the new **MSHA Information Hub** to help miners, operators, contractors, and other stakeholders quickly find answers to their most frequently asked questions. [read more...](#)



MONTHLY SAFETY & HEALTH TIP NEWS SUMMARY

▶ **Building a Safer Future:**

PRIORITIZING MENTAL AND PHYSICAL HEALTH IN THE CONSTRUCTION INDUSTRY [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)

> OSHA 30 HOUR OUTREACH FOR GENERAL INDUSTRY OR CONSTRUCTION

The OSHA 30 Hour course is designed to cover hazard recognition and mitigation for employees in General Industry and Construction. The courses cover the INTRODUCTION TO OSHA and other specified required course content of the current OSHA OUTREACH GUIDELINES. Upon completion students receive a Department of Labor OSHA Outreach card. Class is for 30 contact hours, not including lunches and breaks. Per OSHA guidelines this class must be no more than 7.5 hours in each day, and requires a minimum of 4 days to complete. Both courses cover the INTRODUCTION TO OSHA and other specified required course content of the current OSHA OUTREACH GUIDELINES. This course requires a minimum of 3 people to conduct.

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

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

- *PEC Safeland Basic Orientation: **NEW 2021 SAFELAND:** July 7 (*all virtual*), 14, 28; 8 – 4:30;
- *First Aid/CPR/AED/BLOODBORNE PATHOGENS (We offer MEDIC FIRST AID): July 3, 24; 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*]: July 3, 24; 12:30 – 4:30;
This class available via Instructor Led video conference
- *Confined Space Entry Training (Attendant, Supervisor, Competent Person & Entrant) [*NUCA Course*]: July 7;

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 mjslegacysafety.com/training-calendar

► *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

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

CALL US!!!

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

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

SOURCES FOR THIS ISSUE

INCLUDE:
OSHA
FMCSA
MSHA
ISHN
HSE
NIOSH
US DOL
NWC – National Whistleblower Center
Colorado DOW
LAND LINE
FreightWaves
DOT
CVSA
HDT Trucking Info

▶ 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!**

Take Care of your Mental Health!

A healthy mind is very important
for a healthy body!

REPORT A FATALITY OR SEVERE INJURY



- [Federal law](#) requires all employers to notify **OSHA** when an employee is killed on the job or suffers a work-related hospitalization, amputation, or loss of an eye.
- A fatality must be reported within 8 hours.
- An in-patient hospitalization, amputation, or eye loss must be reported within 24 hours.

To Make a Report

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

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

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

IMPORTANT: PHMSA Random Drug Testing Rate Increase for 2025

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

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



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

Key Takeaways:

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

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



2025 Fees for Student Course Completion Cards for Outreach Training Program

Fees for new course completion cards is \$10 per card. 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.

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](#)

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!

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?
- Job Aids (How-To)
- What must covered establishments submit?
- When must covered establishments submit their completed Form 300A?
- How do I submit my establishment data?
- FAQs

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](#).



August 11-17, 2025

Safe + Sound Week is a nationwide event held each August that recognizes the successes of workplace safety and health programs and offers information and ideas on how to keep America's workers safe.

Develop your Safety + Health Program
Why is it important?

According to the **U.S. Bureau of Labor Statistics**, the rate of **worker deaths and reported injuries** in the United States has decreased by **more than 60 percent** in the past four decades since the **Occupational Safety and Health (OSH) Act** was passed. However, every year, more than **5,000 workers are killed on the job** (a rate of 14 per day), and **more than 3.6 million suffer a serious job-related injury or illness.**

Serious job-related injuries or illnesses **don't just hurt workers and their families** but can hurt **business in a variety of ways**. Implementing a **safety and health program**, however, can improve **small- and medium-sized businesses' safety and health performance**, save money, and **improve competitiveness.**

Safety and health programs help businesses:

- Prevent workplace injuries and illnesses
- Improve compliance with laws and regulations
- Reduce costs, including significant reductions in workers' compensation premiums
- Engage workers
- Enhance social responsibility goals
- Increase productivity and enhance overall business operations

Core Elements of a Workplace Safety and Health Program



[Management Leadership](#)



[Worker Participation](#)



[Find & Fix Hazards](#)

Training Saves Lives



The four most common causes of worker fatalities in the construction industry are falls, being caught in or between machinery or equipment, being struck by objects, and electrocution.

Workplace safety requires leadership from the shop floor to the manager's office, to the company boardroom. Setting an example by making safety part of daily conversations demonstrates to workers that their wellbeing is important to business success.

MJS Legacy Safety can help you ensure that everyone on the jobsite understands safety procedures they are required to follow, and to identify and suggest solutions for any existing workplace hazards.

— Give Carrie or Jeremy a call —

STAY SAFE WITH FORKLIFT TRAINING

Forklifts are used in many industries and can pose safety hazards for both the operators and others in the workplace. **No one under 18 years of age** may legally operate a forklift and adult workers must be **properly trained** and certified to operate forklifts. OSHA has **resources** to help employers ensure that OSHA standards are followed and workers are protected from injury.



[Safe Forklift Operation Quick Card](#) (pdf)

PREVENTING TRENCH HAZARDS WILL SAVE LIVES



The owner of a construction contracting business in Suffield, CT and one of his worksite supervisors recently pled guilty to second degree manslaughter following the cave-in of an unprotected trench that claimed the life of a worker. This case serves as a reminder of the hazards of unprotected trenches and the importance of proper trench safety measures.

Trench hazards are well-known and can be prevented by following OSHA's requirements to **slope, shore or shield** (pdf) trench walls to prevent collapse. Taking the time to ensure that trenches are secure, and that workers are properly trained and equipped to work in them safely, can make the difference between life and death.



SAFETY AT EVERY LEVEL

When it comes to safety solutions, one size doesn't fit all. We have safety and health resources specifically designed to help small businesses comply with OSHA standards and receive advice you can trust.

MJS Legacy Safety can help! Give us a call!

Heat-Related Illnesses and First Aid

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.



Heat-Related Illness	Symptoms and Signs
Heat stroke	<ul style="list-style-type: none">• Confusion• Slurred speech• Unconsciousness• Seizures• Heavy sweating or hot, dry skin• Very high body temperature• Rapid heart rate
Heat exhaustion	<ul style="list-style-type: none">• Fatigue• Irritability• Thirst• Nausea or vomiting• Dizziness or lightheadedness• Heavy sweating• Elevated body temperature or fast heart rate
Heat cramps	<ul style="list-style-type: none">• Muscle spasms or pain• Usually in legs, arms, or trunk
Heat syncope	<ul style="list-style-type: none">• Fainting• Dizziness
Heat rash	<ul style="list-style-type: none">• Clusters of red bumps on skin• Often appears on neck, upper chest, and skin folds
Rhabdomyolysis (muscle breakdown)	<ul style="list-style-type: none">• Muscle pain• Dark urine or reduced urine output• Weakness

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.

When in doubt, cool the worker and call 911.

Heat Illness Prevention

Keeping Workers Well-Hydrated *Why Hydration is Important*

Your body heats up as you work and cools itself through sweating. Sweating can lead to dehydration. Proper hydration is essential in preventing heat illness.

[PDF flyer for your workplace](#)



Below are further first aid recommendations.

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. First aid for heat-related illness involves the following principles:

- Take the affected worker to a cooler area (e.g., shade or air conditioning).
- Cool the worker immediately. Use active cooling techniques such as:
 - Immerse the worker in cold water or an ice bath. Create the ice bath by placing all of the available ice into a large container with water, standard practice in sports.
This is the best method to cool workers rapidly in an emergency.
 - Remove outer layers of clothing, especially heavy protective clothing.
 - Place ice or cold wet towels on the head, neck, trunk, armpits, and groin.
 - Use fans to circulate air around the worker.
- Never leave a worker with heat-related illness alone. The illness can rapidly become worse. Stay with the worker.
- When in doubt, call 911!



Confusion, slurred speech, or unconsciousness are signs of heat stroke. When these types of symptoms are present, **call 911 immediately** and cool the worker with ice or cold water until help arrives.

Workers who are new to working in warm environments are at increased risk of heat-related illness. See [Protecting New Workers](#) 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.



OSHA's Whistleblower Protection Program enforces protections for employees who suffer retaliation for engaging in protected activities under more than 20 federal laws.



National Whistleblower Day — July 30th, 2025

What is National Whistleblower Day?

National Whistleblower Day is a day in which we **celebrate the bravery and heroism of whistleblowers** across the **United States** and the **historic contributions** they have **made to society**, democracy, and to **anticorruption efforts** across the **globe**. **National Whistleblower Day** commemorates the [nation's first whistleblower law](#), which was **unanimously signed** into law during the **height of the American Revolution** on **July 30th, 1778**.

Every year **since 2013**, the Senate has **unanimously recognized July 30th as National Whistleblower Day**, and **every year since 2015**, **National Whistleblower Center** has **celebrated the day on Capitol Hill in July**.

We are **excited to be continuing** this vital **tradition once again** on Capitol Hill on **July 30th, 2025**. Our celebration has **grown year over year** and all **seats are currently filled**. To join the waitlist, please **fill out this [form](#)** and we **will notify you** if space **becomes available**.

We **welcome you to bring** a guest, **colleague, friend, or spouse**. To do so, **please note their attendance on this [form](#) and we will add them to the RSVP list**. Any guest **who is not on our RSVP list will not be admitted** on the **day of the event**.

To **ensure you don't miss any important information**, please add info@whistleblowers.org to your **address book**. Thank you for your **continued support of whistleblowers!**

The Role of Wearable Tech in Promoting Eco-Friendly Workplace Safety



Industrial health and safety experts must continually review workplace policies, new legislation, seasonal risks and other factors when determining how to keep employees safe and prevent regulatory fines. Wearable technology has become increasingly common in modern workplaces because it can flag concerns sooner, enabling proactive, efficient responses.

However, many wearables become e-waste, raising concerns that these products might interfere with companies' ongoing sustainability goals. How can safety professionals, product developers and other concerned parties prioritize worker well-being and eco-friendliness as they become familiar with connected safety products?

Use Wearables for the Long Term

One of the most practical and sustainable ways to use wearables at work is to have accurate expectations about what they can and cannot do. Many companies plan small-scale trials to determine if their chosen wearables will likely bring the desired outcomes. If the data suggests they will, businesses ramp up deployment, often giving the devices to all workers. However, safety managers should explore ways to maximize this technology before taking that step.

That could happen by:

- *Selecting options with proven durability.*
- *Participating in extended warranty plans.*
- *Resetting devices so multiple workers can use them.*
- *Aligning wearables with complementary safety programs.*

Even products chosen with the best intentions could become unsustainable if people never use them or, worse, throw them into landfills. However, committing to integrate them in workflows for the foreseeable future — even when challenges arise — elevates eco-friendliness by ensuring ongoing usability. Those involved should identify potential obstacles and methods of overcoming them. Choosing metrics to track throughout the implementation process is also worthwhile for calculating the return on investment or indicating when leaders should adjust their deployment processes.

Decision-makers committed to long-term usage should also stay abreast of ongoing industry progress that could make this product category significantly more sustainable. In one case, university researchers developed biodegradable e-textiles. Their small-scale experiments involved humans wearing gloves that could effectively measure their heart rate and temperature, meeting industry standards.

Most wearables used for workplace safety and other reasons contain materials such as metals, which do not rapidly break down after disposal. Additionally, their eventual decomposition often leaches toxins into water and soil, causing adverse environmental ramifications. However, this progress and similar efforts will reveal promising alternatives. Staying informed of these developments is an excellent way for safety managers to learn when some become commercially available.

Connect Wearables to Larger Company or Industry Aims

Wearable usage in the workplace is also optimally sustainable when leaders agree on how and why to deploy the respective products and develop realistic use cases. Updated rules may influence their choices, especially when regulatory bodies require more stringent monitoring to strengthen worker protections.

One proposal increases employer obligations associated with workers in environments of at least 80 degrees Fahrenheit to reduce occupational heat exposure risks. In addition to mandating that workers get breaks and water and can access shaded areas, the potential rule would require employers to conduct

assessments to **identify heat risks**. The updates also **require implementing prevention** and response plans, and **wearables could become factors** in each.

Though **waste reduction is an often-discussed** sustainability goal, **operating a sustainable** workplace also **extends to rolling out policies** that are **sufficiently thoughtful and tied** to identified needs or **objectives**. Otherwise, **safety managers are more likely** to primarily use **wearables to participate** in a current trend, **which could become an unsustainable** decision.

Decision-makers should begin **analyzing all the factors** that **sparked their interest** in wearables. Whether the **intention is to mitigate** a particular **injury risk or increase lone-worker protection**, **scrutinizing those factors aids** people in **examining how wearable deployment** directly **supports** their aspirations.

Considering the **most suitable ways for people** to rely on **wearables promotes** sustainability by **encouraging worker adoption**. If users find the **products interfere** with their tasks or **create additional complications**, they will be **less likely to use them as instructed**. **Watching workers in action** and getting their direct **feedback supports sustainable** wearable **usage by supporting existing** workflows and new **requirements**.

Purchase Wearables Any Worker Can Use

A **downside of wearables** such as **smartwatches** is that they often **contain data tied to specific** workers. That characteristic **makes them more wasteful** from an **eco-friendliness perspective**. Even if **safety managers can deploy them** to different **workers once those originally** assigned to **use them leave** the company or **otherwise will no longer** need the **devices**, that **option does not wholly address sustainability** needs.

It is **even better for those interested** in workplace **safety wearables to explore** options all workers can **use during their shifts**. Then, the **products stay in near-constant** rotation in the **workforce during** a company's **operating hours**, regardless of the **individuals scheduled for each** shift.

One example is a connected high-visibility vest **intended for construction** and utility workers. The wearable's **sensors detect the user's movements** and activate **lights on the garment when needed**. A built-in **processor also analyzes** the associated data and **issues alerts as needed**.

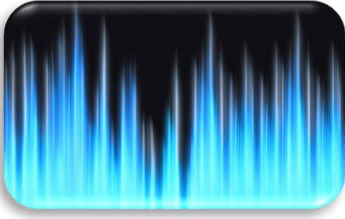
The **idea for this wearable** came from **assessments of truck drivers** in Sweden and the **realization** that though the **drivers are fairly safe when in their cabs**, they are **vulnerable when they step out** and move **around their vehicles**.

The **vest can detect 1-meter falls** and notify a **worker's supervisor**. Those **prompt them to investigate** the situation **further, shortening the time** when an **injured person is alone** and potentially **unable** to seek **help themselves**. Also, **recipients can trace** them to individual **garments**, which is **ideal if monitoring** the safety of **workers spread throughout** a large site. Since the **tracking mechanism** links to individual vests **rather than the people wearing them**, these **wearables are sustainable** options that **safety managers** can distribute **strategically for maximum benefits**.

Careful Deployment Enables Eco-Friendliness

Unfortunately, **most workplace safety wearables** are not **inherently conducive to sustainability**. However, **these tips demonstrate how** safety managers and related **professionals can overcome** the **existing barriers by identifying** clear use **cases and the most eco-friendly** options available. This proactiveness **allows exploring the potential** of workplace **wearables to keep people safer** while **minimizing unwanted environmental impacts**.

A Quick Guide to Hearing Loss Prevention Regulations



Occupational hearing loss is one of the most common work-related illnesses in the United States. Each year, about 22 million U.S. workers are exposed to hazardous noise levels at work. More than 30 million are exposed to chemicals, some of which are harmful to the ear (ototoxic) and hazardous to hearing. In addition to damaging workers' quality of life, occupational hearing loss carries a high economic price to society.

In the United States, occupational regulations and standards were established to protect workers against the health effects of exposure to hazards substances and agents when certain values (or limits) are reached.

NIOSH – Criteria for a Recommended Standard: Occupational Noise Exposure

NIOSH establishes Recommended Exposure Limits (REL) for noise based on the best available science and practice. The NIOSH REL for noise is 85 decibels, using the A-weighting frequency response (often written as dBA) over an 8-hour average, usually referred to as Time-Weighted Average (TWA). Exposures at or above this level are considered hazardous.

OSHA – Occupational noise exposure 1910.95

OSHA sets legal limits on noise exposure in the workplace. These limits are based on a worker's time weighted average over an 8 hour day. With noise, OSHA's permissible exposure limit (PEL) is 90 dBA for all workers for an 8 hour day.

Occupational standards specify a maximum allowable daily noise dose, expressed in percentages. For example, a person exposed to 85 dBA per NIOSH or 90 dBA per OSHA over an 8-hour work shift, will reach 100% of their daily noise dose. The noise dose is based on both the sound exposure level and how long it lasts (duration) so for each increase or 3-dB (NIOSH) or 5-dB (OSHA) in noise levels, the duration of the exposure should be cut in half (this is what's referred to as exchange rates in standards).

MSHA – Mining Safety and Health Administration, 30 CFR Part 62, Occupational Noise Exposure

The purpose of these standards is to prevent the occurrence and reduce the progression of occupational noise-induced hearing loss among miners. This part sets forth mandatory health standards for each surface and underground metal, nonmetal, and coal mine subject to the Federal Mine Safety and Health Act of 1977. The provisions of this part became effective September 13, 2000.

What PPE is Used for Hearing Protection?

Workers exposed to excessive noise must use appropriate PPE including ear plugs, muffs, or both when engineering or administrative controls are not feasible to reduce exposure.



What are OSHA requirements for hearing protection?

Employers shall make hearing protectors available to all employees exposed to an 8-hour time-weighted average of 85 decibels or greater at no cost to the employees. Hearing protectors shall be replaced as necessary.

What is the NIOSH requirement for hearing protection?

Workers who are exposed to noise at or above the NIOSH REL are at risk of developing significant hearing loss over their working lifetime.

Which of the following is an example of hearing protection PPE?

Examples include formable foam earplugs, pre-molded earplugs, canal caps, and safety earmuffs. "Musician earplugs" are custom-made earplug molds intended to protect hearing while also allowing as much natural sound as possible to safely enter the ear.

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.



Rule 16 Announcement

The Division of Workers' Compensation (DOWC) sincerely appreciates your contributions to the multi-year effort to review the requirements outlined in Rule 16-3(E), commonly referred to as the "third visit rule." Collaborative discussions with stakeholders were key to this process.

Effective July 1, 2025, the following revised language will take effect:

1. All Colorado workers' compensation (WC) claims (medical only and lost time) shall have a Physician responsible for all services rendered to an injured worker by any PA or NP.
2. For services performed by a PA or NP, the attending Physician must counter-sign patient records related to the injured worker's inability to work resulting from the claimed work injury or disease and the injured worker's ability to return to regular or modified employment, as required by §§ 8-42-105(2)(b) and (3)(c) and (d). The attending Physician must sign the WC164 form, certifying that all requirements of this rule have been met.
3. The Physician must evaluate the injured worker when a treating PA or NP recommends it, when deemed necessary by a Physician, or when requested by the injured worker or Payer.

This updated language is designed to promote care decisions driven by medical necessity and stakeholder preference, but does not eliminate the statutory mandate for physician oversight. The DOWC remains committed to ensuring regulatory compliance while fostering a system supporting the well-being of healthcare providers and injured workers.

If you have any questions, please contact Christy Culkin, Medical Services Manager, at christy.culkin@state.co.us. A copy of the newly adopted Rule 16 may be accessed on the DOWC's [Proposed and Adopted Rules page](#).

Adopted Rule 16

Reminder - Federal Drug Testing Custody and Control Form Mandatory

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



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



COLORADO
Department of Revenue

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

DOT 2025 Regs Violation Penalty Increases

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

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

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

CVSA's Operation Safe Driver Week Scheduled for July 13-19

The **Commercial Vehicle Safety Alliance** (CVSA) has announced July 13-19 as this year's **Operation Safe Driver Week**, a safe-driving enforcement and outreach initiative aimed at improving driving behaviors through education, traffic-enforcement strategies and driver interactions with law enforcement.

During **Operation Safe Driver Week**, law enforcement personnel in Canada, Mexico and the U.S. will be on the lookout 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. Drivers engaging in such behaviors will be pulled over by law enforcement personnel and issued a warning or citation.

The **focus** of this year's **Operation Safe Driver Week** is reckless, careless or dangerous driving. Any person who drives a vehicle in willful or wanton disregard for the safety of persons or property is driving recklessly. Careless/dangerous driving is defined as operating a vehicle without due care and attention or reasonable consideration for other motorists or people on the road.

Data shows that traffic stops and interactions with law enforcement help reduce problematic driving behaviors. By making contact with drivers during **Operation Safe Driver Week**, law enforcement personnel aim to make our roadways safer by targeting high-risk driving behaviors.

[Learn more about CVSA's Operation Safe Driver Program](#)

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

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



Colo. Law: Move Over for Me

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

~ IT'S THE LAW ~

Slow Moving Vehicles (SMV) ... Sharing the Road Safely with Farm Equipment is the Right Thing to Do.

As we are currently in the wheat harvest season across several of our operating areas, it is imperative to remind all employees and contractors about the dangers associated with Slow Moving Vehicles (SMVs) on our roads and highways. Inattentive and impatient driving around SMVs has unfortunately led to multiple fatalities.

Did you know a car traveling at 55 mph can close a 300 ft gap and overtake a tractor going 15 mph in less than 5 seconds?

Research from University of MN has shown that most farm equipment accidents take place during the daytime (71%), on dry roads (80%), and clear weather (71%). Additionally, greater than 50% of highway accidents involving farm equipment result in serious injury.



Best practices for preventing SMV related vehicle accidents:

- Begin to decrease speed as soon as you notice SMV signage.
- Farm equipment has blind spots, follow at a safe distance so that you can be seen, and you have plenty of time to stop if needed.
- Follow basic traffic rules: do not pass in no passing zones.
- When you can safely pass, make sure there are no oncoming vehicles, allow extra cushion, and do not slam on your brakes.
- Farm equipment is often much wider than passenger vehicles, consider this when attempting to pass. Allow plenty of room to prevent a collision.
- Large equipment requires large turns. These vehicles may need to swing wide to make a turn and may not actually be pulling over to let you pass.

Please have patience as you see farmers and custom cutters on the roads. Nothing is so pressing that you can't spare an extra few minutes to safely pass a piece of equipment.

[Flyer](#) (PDF)

Brake Safety Campaigns

CVSA's Operation Airbrake Program holds two annual brake safety campaigns in 2025:



- The next Brake Safety Week is scheduled for Aug. 24-30, 2025.
- There was an unannounced one-day brake safety enforcement initiative, which was held on April 22.



Of the 4,569 inspections conducted on April 22, 4,171 commercial motor vehicles did not have any brake-related out-of-service violations -- 91.3% of the total number of vehicles inspected. Conversely, inspectors identified 398 (8.7%) commercial vehicles with brake-related critical vehicle violations. Those trucks were immediately placed out of service until the violations were addressed.

During both the announced and unannounced brake safety enforcement campaigns, commercial motor vehicle inspectors conduct brake system inspections (primarily [Level IV Inspections](#)) on large trucks and buses throughout North America to identify brake-system violations.

Properly functioning brake systems are crucial to safe commercial motor vehicle operation. Commercial motor vehicle brakes are designed to hold up under tough conditions; however, they must be inspected and maintained carefully and consistently so they operate and perform properly throughout the vehicle's life.

Brake-related violations comprise the largest percentage of all out-of-service violations cited during roadside inspections. Improperly installed or poorly maintained brake systems can reduce the braking capacity and stopping distance of trucks and buses, which poses a serious risk to driver and public safety.

Outreach and educational efforts by inspectors, participating motor carriers and others in the industry also take place during CVSA's brake safety campaigns and are integral to the success of the campaign.

Operation Airbrake is a CVSA program in partnership with the U.S. Department of Transportation's Federal Motor Carrier Safety Administration.

More than 3.4 million brakes have been inspected since the program's inception in 1998.

House T&I Advances Trucking Jobs Bill for Veterans

A bipartisan bill aimed at connecting veterans with trucking and other supply chain jobs has been approved by the House Transportation and Infrastructure Committee.

On Wednesday, June 11, the T&I Committee advanced 10 bills, including the **TRANSPORT Jobs Act**.

Introduced by Reps. Tom Barrett, R-Mich., and Hillary Scholten, D-Mich., the **Transitioning Retiring and New Service Members to Port, Ocean, Rail and Truck Jobs Act (HR3055)** attempts to remove barriers that may prevent military vets from transitioning to jobs within the nation's supply chain.

*"No one is better trained or more mission-focused than our veterans, yet too many are left struggling to find meaningful employment after leaving the military," Barrett said in a news release. "It's time we tear down the roadblocks that stand between those who served and the jobs that need doing in our economy. The **TRANSPORT Jobs Act** is a critical first step in that process and achieves two goals at once – supporting our veterans and strengthening our nation's supply chain. I'm proud to introduce this bill with Rep. Scholten and look forward to working together to get it across the finish line."*

Specifically, the bill would direct the secretary of transportation to develop an action plan regarding the transition of veterans into trucking and other supply chain jobs.

The Veteran to Supply Chain Action Plan would identify:

- Barriers veterans face when searching for employment in the supply chain industry
- Challenges supply chain employers face when recruiting, hiring or retaining veterans
- Regulatory burdens employers face in hiring supply chain workers, especially those who served
- Regions of the U.S. that have the greatest need for supply chain employees
- Barriers and industry trends that directly or indirectly discourage veterans from pursuing, attaining or remaining in a supply chain career

"Veterans who have devoted their lives to serving our nation should never face obstacles in finding employment," Scholten said. "Our home is the land of the free because of the brave, and it's our duty to ensure that when their mission ends, a new path begins. The least we can do is help streamline the process and identify barriers to a career post-service."

Earlier this year, the **Veterans Transition to Trucking Act** was introduced in the Senate.

S1537, which was introduced by Sens. Richard Blumenthal, D-Conn., and Bill Cassidy, R-La., would allow the Department of Veterans Affairs to approve programs operated by interstate commercial trucking companies.

*"Trucking apprenticeships offer meaningful employment and a fulfilling career pathway, and we owe it to our nation's veterans to provide support as they seek next steps in their transition to civilian life," Blumenthal said in a news release. "With the **Veterans Transition to Trucking Act**, we eliminate bureaucratic red tape hindering veterans from accessing trucking apprenticeships and ensure that veterans are able to access these programs through their VA education benefits. This commonsense legislation allows veterans to more easily access necessary training for a rewarding career when they return home."*

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.



FMCSA Streamlines Regulations on Truck Routing, Civil Penalties

Changes will give motor carriers more clarity, agency says



The **Federal Motor Carrier Safety Administration** is making changes to **two truck safety regulations** to eliminate potential red tape and improve **consistency and clarity** for the industry.

In a [final rule](#) that took effect on Friday, May 30, **FMCSA** is repealing **for-hire motor carrier routing regulations** as they relate to **servicing municipalities** and **unincorporated communities**, according to a **notice posted** a few days earlier.

*“The purpose of this final rule is to remove an outdated regulation as it no longer accurately reflects the agency’s current statutory authority,” **FMCSA** stated.*

The **motor carrier routing regulation** authorizes **freight carriers** and **freight forwarders** to serve points **within the commercial zones** and **territorial limits of municipalities** and **unincorporated communities**.

However, **federal law does not** authorize **FMCSA** to include **routing limitations** when granting **operating authority** to **U.S.-domiciled motor carriers**, the agency stated, **which makes the motor carrier routing regulation obsolete**.

“This final rule will remove the obsolete regulation thereby streamlining the CFR [Code of Federal Regulations] and eliminating a source of possible confusion for stakeholders.”

Final rules issued by FMCSA are **routinely preceded** by a **notice-and-comment period**. That will **not happen in this case**, because *“retaining regulations that are unlawful is plainly contrary to the public interest,”* the **notice states**.

*“Agencies thus have ample cause and the legal authority to immediately repeal unlawful regulations. Furthermore, notice-and-comment proceedings are unnecessary where repeal is based purely on legal analysis. For these reasons, **FMCSA** finds good cause that notice and public comment on this final rule are unnecessary.”*

In **another final rule** posted on May 27, a [civil penalties schedule update](#), **FMCSA** is amending its **regulations to remove the reference to rules under the Transportation Department’s “Procedures for Transportation Workplace Drug and Alcohol Testing Program”** from the **agency’s civil penalty schedule**.

“Instead, the civil penalty schedule will refer solely to the part of the Code of Federal Regulations where this program is incorporated” into the **regulations**, **FMCSA** stated. *“Because the rule does not impose any new material requirements or increase compliance obligations, it is issued without prior notice and opportunity for comment.”*

The **agency explained that removing the reference to DOT’s drug and alcohol testing procedures** will not affect **FMCSA’s enforcement programs** because any **recordkeeping violations** relating to **testing for controlled substances** and alcohol **would be cited** under a different **part of the CFR**.

*“The amendment made in this final rule serves to remove an erroneous reference and to improve clarity for stakeholders,” **FMCSA** stated. “It is technical in nature and does not impose any new material requirements or increase compliance obligations.”*

DOT Amends Oral Fluid Drug Testing Procedures

Part 40 Final Rule - DOT Summary of Changes



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

When is the final rule effective?

The final rule was effective December 5, 2024.

What does this mean for collectors?

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

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

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

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

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

Where can I find a copy of the final rule?

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

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

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

Questions? Give us a call!

Bill Would Codify Trump's Order Regarding English Standards for CDL Holders



A new bill referred to as “Connor’s Law” would codify President Donald Trump’s executive order that requires CDL holders to communicate English well enough to operate safely.

Rep. Dave Taylor, R-Ohio, introduced [HR3608](#) in early May. Reps. Harriet Hageman, R-Wyo.; Mike Collins, R-Ga.; Paul Gosar, R-Ariz.; Beth Van Duyne, R-Texas; and Brad Finstad, R-Minn., signed on as co-sponsors.

Connor’s Law refers to [Connor Dzion](#), who died at the age of 18 in a crash involving a tractor-trailer. A separate accident caused Dzion to be stuck in traffic for about an hour when a truck driver crashed into a line of stopped vehicles. The truck driver was said to be unable to read English and reportedly passed signs set up by Florida law enforcement warning of the crash ahead.

“It’s Ohio common sense that if you want to drive trucks on our nation’s roads, you should be able to read the road signs,” Taylor said in a news release. “Tragic deaths like Connor’s are absolutely preventable, and it starts with ensuring drivers operating large and heavy commercial vehicles are capable of being alerted to hazards and updates on the road. President Trump demonstrated leadership through his executive order requiring CDL drivers to speak English, which paved the way for driver safety, and I’m proud to introduce this bill to codify it and do the same.”

On April 28, Trump issued an [executive order](#) to enforce existing federal law that requires commercial vehicle drivers to “read and speak the English language sufficiently to converse with the general public, to understand highway traffic signs and signals in the English language, to respond to official inquiries and to make entries on reports and records.”

The law is not intended for truck drivers to be extensively fluent in English but does require them to know enough to interpret warnings and operate safely. Under the law, an individual operating a commercial motor vehicle who is determined by an authorized enforcement officer to be noncompliant, shall be declared out of service.

“Requiring truck drivers to be proficient in reading and speaking the English language is just common sense,” Hageman said. “Driving some of the biggest rigs on our highway systems, often in inclement weather, creates risk enough, but this liability is exacerbated when truck drivers can neither read our highway signs nor clearly communicate with others on the road, thereby putting everyone in danger.”

The Owner-Operator Independent Drivers Association supports Taylor’s bill.

“OOIDA and the 150,000 truckers we proudly represent strongly support the enforcement of English proficiency requirements for commercial drivers because it saves lives,” OOIDA President Todd Spencer said. “Basic English skills are essential for reading critical road signs, understanding emergency instructions and interacting with law enforcement. Road signs are effective – but only when they’re understood. We thank Rep. Taylor for his leadership on this issue because English proficiency is not optional – it’s crucial for keeping America’s roads safe for the entire traveling public.”



Driving Safely in Work Zones

Work zone safety is everyone's responsibility. To drive safely through a work zone, stay vigilant, slow down, and be aware of your surroundings. Follow posted speed limits and traffic control devices like signs and flaggers, and maintain a safe following distance. Merge safely, minimize distractions, keep an eye on blind spots and **BE PATIENT!!**



What Trucking Fleets Need to Know About Changes to Driver Medical Card Process



No more paper medical examiner certificates means changes to fleet driver qualification procedures.

After years of delays, the process of sending [commercial driver medical cards](#) to state licensing agencies is finally going digital — unless a driver is commercially licensed in one of 14 states that still aren't ready.

The **Federal Motor Carrier Safety Administration's** Medical Examiner's Certification Integration rule was published in 2015 and scheduled to go into effect in 2018. It has been delayed several times, largely due to IT and cybersecurity challenges.

As of June 23, 2025, the integration rules are supposed to now be in effect. However, some states apparently still aren't ready.

Liability Nightmare: Your DOT Medical Exam Forms Probably Have Errors

This rule modernizes the way commercial drivers' medical certification information is collected, stored, and shared. The medical certificate, often referred to as a med card, confirms that drivers are physically qualified to drive a commercial motor vehicle under federal regulations, based on a medical exam by a professional on the **FMCSA's** [National Registry of Certified Medical Examiners](#).

The Old Process For Handling Commercial Driver Medical Cards

Drivers with commercial driver's licenses for the past several years have been responsible for providing a paper copy of their medical examiner's certificate to their state's driver licensing agency.

The medical professionals performing those exams were required to submit results to the **FMCSA** registry of certified examiners, but that process was often delayed or incomplete, explained [Brandon Wiseman of Trucksafe Consulting](#) in an article on the company's website.

Meanwhile, state licensing agencies had to manually update license records, "a process prone to human error and paperwork bottlenecks," Wiseman said.

What Has Changed in the CDL Driver Med Card Process?

Under the new integration rules [in effect June 23, 2025](#), drivers will no longer have to provide a paper copy of their medical exam certificate to their state's driver licensing agency.

Certified medical examiners will send the medical exam results directly to the national registry at **FMCSA**.

The **FMCSA** then electronically transmits those results to state licensing agencies, which link them up with that driver's records.

The state licensing agency must downgrade a driver's commercial driver's license or permit within 60 days if it gets notification that the driver is no longer medically qualified or has an expired medical card.

Drivers must still self-certify their type of commercial operation, but they will not need to submit a physical copy of their medical card.

The new regulation does not change the process for non-CDL drivers.



What If My State's Not Ready?

As of **June 20**, several states have failed to meet the **June 23** deadline, according to the transportation attorneys at **Scopelitis, Garvin, Light, Hanson & Feary**,

The list of states that have not yet implemented **National Registry II**, or **NRII**, can be found at the bottom of the [NRII Learning Center page](#). As of **June 20**, they include:

- Alaska
- California
- Florida
- Illinois
- Iowa
- Kentucky
- Louisiana
- New Hampshire
- New Jersey
- New York
- North Carolina
- Oklahoma
- Vermont
- Wyoming

The **FMCSA** issued an [Information Sheet for Medical Examiners and Drivers in States That Have Not Implemented NRII](#).

According to that information sheet:

- *Medical Examiners must continue to issue paper medical cards to drivers.*
- *Drivers must continue to manually submit their new medical cards to SDLAs in states that have not implemented NRII. SDLAs must change a driver's status to "not certified" if the driver fails to submit the new medical card within 10 days of the medical card's expiration and must initiate downgrading procedures within 60 days from the change in status.*
- *Carriers should require the driver to submit a copy of the new medical card to the carrier, and carriers should then obtain a motor vehicle record from the SDLAs within 15 days of the issuance of the medical card.*

For more details, see the **information sheet**. As states come into compliance, **FMCSA** said it will update its **NRII page**.

Less Paperwork Doesn't Equal Less Fleet Responsibility

The new integration means trucking employers will no longer need to manually verify the medical examiners' credentials of their commercial drivers.

Although the change means less paperwork for motor carriers, it doesn't mean less responsibility. Fleets are still responsible for verifying their drivers are medically qualified at all times. Under the new program, this will be done via **CDLIS/MVR checks for CDL drivers**.

According to [Foley Services](#), fleet employers that don't track medical certification properly could have compliance violations and fines of up to **\$16,864**.

"Fleets should recognize that the rule won't eliminate their obligations to monitor driver qualification," said Brandon Wiseman of Trucksafe Consulting. "It merely shifts the process from paper forms to electronic records for CDL drivers."

What Should Motor Carriers Do?

Trucksafe Consulting recommends that motor carriers:

- Update [driver qualification](#) procedures. MECs will no longer need to be collected from CDL drivers for file retention, but MVR monitoring will become even more critical.
- Review your policies and training materials to make sure safety staff and recruiters understand the new process.
- Expect auditors to review whether you check MVRs regularly for updated medical certification status.

Connect with MSHA

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



MSHA

Mine Safety and
Health Administration

The U.S. Department of Labor's **Mine Safety and Health Administration** (*MSHA*) has launched the new **MSHA Information Hub** to help miners, **operators, contractors,** and other **stakeholders quickly** find answers to their **most frequently asked questions**. The **MSHA Information Hub** makes it **easier** than ever to **access important safety and health information** and serves as a **centralized resource** for compliance **assistance materials**.

Whether **you're seeking mining data trends,** looking for **policy guidance,** or trying to **find the right form** or training material, the **MSHA Information Hub** is designed to **connect users with the most-searched topics** on the **MSHA** website - **all in one convenient location**.

*"The **MSHA Information Hub** is part of **MSHA's** ongoing **commitment to transparency, accessibility, and innovation,**" said **Deputy Assistant Secretary** for Policy James McHugh. **"We want to make it easier for people to get the information they need, when they need it."***

The **MSHA Information Hub** can be accessed at <http://www.msha.gov/infohub>. New **resources and updates** will be **added regularly** to ensure the mining **community stays informed and supported**.

For **more information** on **MSHA's** compliance **assistance resources** and **mine safety initiatives,** visit www.msha.gov.

Miners have the right to file hazardous complaints, and are required by law to report all mining accidents immediately – within 15 minutes of when the operator knew or should have known about the accident.

Miners can call or email any MSHA inspector or office, call our 24/7 hotline at 1-800-746-1553, or report online through MSHA's Hazardous Condition Complaint system, or use the Miner Health and Safety app.



Check out the
[Health Tool](#) for miners



Building a Safer Future: PRIORITIZING MENTAL AND PHYSICAL HEALTH IN THE CONSTRUCTION INDUSTRY

A construction site **never stops moving**. Heavy machinery hums, **steel beams rise**, and workers **push through long shifts**, battling fatigue, **pressure, and unpredictable** conditions. Safety protocols exist to **keep them alive**, but too many companies **focus only on physical safety**. They **invest in harnesses, helmets, and regulations while ignoring** the mental **strain that wears workers** down every day.

It doesn't end with **exhaustion**. It is **stress, anxiety, and depression, hidden dangers** that do **not show up on an injury** report until it is too late. **Mental health in construction** is, unfortunately, **far too overlooked**. Suicide is more likely to **take workers' lives** than on-the-job accidents, **yet the industry stays silent**. That silence is **costing lives**.

Companies have a choice. **They can treat safety** as a checklist or as a **commitment to protecting** their workers, inside and out. A **truly safe job site prioritizes** both physical and **mental well-being**. That means **stronger support systems, smarter technology, and leadership that is not afraid** to break the **stigma around mental health**.

The Current State of Mental Health in Construction

Ask any **construction worker if they feel** stressed, and the **answer will be obvious**. The job demands **long hours, tight deadlines, and relentless pressure to perform**. Add in physical exhaustion, **job insecurity, and a culture** that values toughness **over vulnerability**, and the perfect **storm for mental health struggles** begins to form.

The **demanding and often isolating** nature of construction **work contributes to a significant** mental health crisis within the profession. **Depression and anxiety are common**, but the industry **still treats mental health** as a personal issue **rather than a workplace concern**. The problem **goes beyond stress**; it is how companies **fail to recognize and manage** that stress before it **leads to burnout, mistakes, or tragedy**.

Too many **companies mismanage mental health risks**. They implement **surface-level wellness programs** that sound **good on paper but fail** to address the real issues. **Workers do not need a mindfulness poster** in the breakroom. They need real support. That **means leadership must step up, provide access to resources, and create a culture** where **speaking up about stress** does not mean being labeled as **weak**.

The Future of Construction Site Safety

Safety regulations have **always been reactive**. A serious injury **happens, and new rules follow**. Waiting for **tragedy is not leadership**. It is negligence. The **future of safety must be proactive**, not just preventative.

Regulatory **bodies are beginning to recognize** that worker safety **extends beyond physical hazards**. Companies that **want to stay ahead must adapt** to new standards that **go beyond fall protection** and protective equipment. Fatigue management, **stress monitoring, and mental health support** will become as **critical as wearing a hard hat**.

Technology will also **play a large part in shaping** safer job sites. **Smart sensors, predictive analytics, and real-time hazard detection will allow** supervisors to act **before accidents happen**. But companies must do more than adopt technology. They must **commit to a cultural shift where worker well-being** is the priority.

Safety is **not a box to check**. It must be a constant, **evolving mission to ensure every worker goes home safe in every sense of the word**.

The Role of Technology in Worker Safety and Well-Being

Technology is **transforming construction safety**. The days of **relying solely on manual supervision** and outdated safety practices are over. **Wearable safety devices are among** the most **significant advancements**. These devices track **heart rate, body temperature, and signs of fatigue**, alerting **workers and supervisors** when someone is at risk of **heat exhaustion** or overexertion. AI-based **systems monitor job sites in real-time**, allowing for **immediate detection** and prevention of **safety threats**.

But **technology is doing more than just preventing** physical accidents. It **also supports mental health**. Accessing mental health care has **become less intimidating** for workers **due to the rise of digital solutions** that promote privacy and **reduce judgment**. AI-driven chat support, **anonymous counseling options**, and mobile **wellness check-ins** allow workers to seek **help in ways that feel safe and private**.

For too long, **mental health and safety were seen** as separate issues. **Technology is proving they** are deeply connected. Companies that **embrace wearable safety gear**, AI-driven monitoring, and **digital mental health resources** are **creating job sites that do more** than protect workers. **They empower them**.

Breaking the Silence on Mental Health in Construction

Mental health **shouldn't be treated as an off-limits subject** in construction. Yet, **too many workers feel they have** to suffer in silence. The industry's **tough-it-out mindset has created** an environment where **asking for help is seen** as a weakness. That **culture is as outdated** as it is dangerous.

Construction leaders must lead the change. That **starts with breaking the stigma**, fostering open conversations, and making **mental health a visible priority**. This means real action. **Supervisors and managers should receive** mental health training like how they **receive safety training**. **If they know** how to recognize stress and **burnout, they can step** in before it leads to mistakes or tragedy.

Companies must provide **accessible mental health resources**, not simply a **hotline buried in an employee handbook**. **On-site counseling, peer support** programs, and **stress management training that fits** the realities of construction work should be standard. **Workers must feel safe speaking up**. No one should fear losing their **job because they admit** they are struggling. **Leadership needs to set** an example by openly **discussing mental health and showing** that well-being is as **important as productivity**.

Disregarding **mental health is detrimental** to both employee **well-being and company success**. Stressed and **exhausted workers make more** mistakes, take **more sick days, and are more** likely to leave. The **industry is already** facing labor shortages. The **decision to prioritize mental health** intersects with **strategic business value** just as much as it **does with ethical responsibility**.

Conclusion

The **future of construction safety** is about more than **hard hats and high-visibility vests**. A truly safe job site **protects workers** physically and mentally.

Consequences await companies that choose **stagnation over adaptation**. Higher injury rates, **reduced productivity, and an exodus** of skilled workers are **inevitable for those who refuse** to evolve. The **businesses that thrive** will be the ones that **embrace technology, challenge** outdated mentalities, and put **worker well-being first**.

The urgency for **action exists right now—not following** yet another tragedy. **What will your company** do to make sure **every worker makes it home safe?**

Seasonal health issues are still affecting a lot of people.
For your convenience, we'll continue to provide links so that you can access the most updated information.

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

- [CDC – Centers for Disease Control](#) – Important info re: [COVID-19 vaccine & boosters](#), [RSV & flu](#)
- [OSHA Fact Sheets](#) – [AVIAN INFLUENZA \(Bird Flu\)](#) – [Noroviruses](#) – [Filing Whistleblower Complaints Related to COVID-19](#)
- [CDPHE – Colorado Department of Public Health and Environment](#)
- [OSHA Guidance](#)
- [DOL Resources](#)

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. Below are Long COVID resources.

- [EARN and the Job Accommodation Network](#) (*pdf*) provides information/resources to help employers support employees with Long COVID.
- Department of Labor – [coronavirus-covid 19 long covid](#)

News Release

US Department of Labor terminates COVID-19 healthcare rulemaking

January 15, 2025

The U.S. DOL announced that its [Occupational Safety and Health Administration](#) has [terminated its COVID-19 healthcare rulemaking](#).

On June 21, 2021, [OSHA](#) issued an **Emergency Temporary Standard** to protect workers from **COVID-19 in healthcare settings**, which also served as a **proposed rule** on which [OSHA](#) requested **comments**. The agency **received public input** on this proposal **during multiple comment periods** and **public hearings** from June 2021 through May 2022. [OSHA](#) submitted a **draft final COVID-19 rule** to the **White House Office of Management and Budget** on Dec. 7, 2022.

On April 10, 2023, former President Biden **signed into law House Joint Resolution 7**, which **terminated the national emergency** related to the **COVID-19 pandemic**.

With the **recent announcement**, [OSHA](#) is now **terminating the rulemaking** because the **most effective and efficient use of agency resources** to protect **healthcare workers** from **occupational exposure to COVID-19**, as well as a **host of other infectious diseases**, is to **focus its resources** on the **completion of an Infectious Diseases rulemaking for healthcare**.

[Read the termination of rulemaking.](#)



From all of us at
MJS Legacy Safety ...

Be safe out there!!