

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...](#)
- ▶ **Schedule of Classes – May 2025** [read more...](#)
- ▶ **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. [read more...](#)
- ▶ **IMPORTANT UPDATE: PHMSA Random Drug Testing Rate Increase for 2025** [read more...](#)
- ▶ **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... [read more...](#)
- ▶ **2025 Fees for Student Course Completion Cards for Outreach Training Program**
Fees for new course completion cards is \$10 per card. [read more...](#)
- ▶ **DEADLINE IS MARCH 2ND Injury Tracking Application**
Employers must post their most recent Summary of Work-Related Injuries and Illnesses (Form 300A) [read more...](#)
- ▶ **2025 Trench Safety Stand Down** June 16-20, 2025 **What is a Safety Stand Down?** [read more...](#)
- ▶ **Using Your SDS Library to Predict and Prevent Chemical Incidents** [read more...](#)
- ▶ **Keeping Workers Well-Hydrated — Why Hydration is Important** [read more...](#)
- ▶ **Training Saves Lives**
The four most common causes of worker fatalities in the construction industry are... [read more...](#)
- ▶ **NATIONAL SAFETY STAND-DOWN TO PREVENT FALLS IN CONSTRUCTION — MAY 5–9, 2025** [read more...](#)
- ▶ **The Impact of CPR Training on Workplace Safety** [read more...](#)
- ▶ **Preventing Hearing Loss in Construction:** [read more...](#)



▶ **Protecting Farmworkers**

AGRICULTURE NEWS SUMMARY

Farmworkers are at high risk for fatalities and injuries ... [read more...](#)

▶ **Employers to Keep Employees Informed**

A new topic every month.....

Your Right to Know

What is Colorado's paid family and medical leave insurance (FAMLI) program? [read more...](#)

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

TRANSPORTATION NEWS SUMMARY

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

▶ **2025 International Roadcheck inspection blitz** May 13-15

Emphasis this year will be drivers' records of duty status (RODS) and vehicles' tires. [read more...](#)

▶ **Colo. Law: Move Over for Me ~ IT'S THE LAW ~** [read more...](#)

▶ **CVSA New Out-of-Service Criteria for 2025** [read more...](#)



▶ Preventing and Managing Fatigue for CMV Drivers

With nearly one in three truck drivers experiencing depression, severe fatigue and widespread substance use, risks on the road are increasing. [read more...](#)

▶ **RISK vs REWARD ... Is it worth it ?? NOPE!!** [read more...](#)

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

▶ Over 15,000 Drivers Face CDL Downgrades after FMCSA Voids Medical Certificates Issued by Two Doctors [read more...](#)

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

▶ Drivewyze's Smart Roadways "Slowdown Alerts" Nearly Doubles in Size in 2024 [read more...](#)

▶ Changes to the CSA Program are Coming [read more...](#)

▶ Truck History Reports — Look up reported accidents, inspection violations, insurance claim, owner history and more. [read more...](#)

▶ Trucking Industry Backs Bill Cracking Down on Costly, Dangerous Staged Accidents

The bill would make it a federal crime ... [read more...](#)

▶ How (and why) Trucks Get Picked for Inspection [read more...](#)

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

▶ Recent Mining Fatalities [read more...](#)

▶ Temporary Enforcement Pause: SILICA RULE [read more...](#)

MSHA NEWS SUMMARY



MONTHLY SAFETY & HEALTH TIP NEWS SUMMARY

▶ Work-Related Factors in Musculoskeletal Disorder Development [read more...](#)

▶ What is the 20-8-2 rule? [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)

> PEC H2S CLEAR COURSE

This course was designed by PEC Safety to meet the ANSI Z390 -2017 standard training requirements. Students receive a photo ID with this course. This 4 hour course covers what hydrogen sulfide is, where it can be found, and what employees need to do to protect themselves when working on job sites where hydrogen sulfide may be possible. Respiratory protection, air monitor use and care, control measures, and industry best practices are also covered. Upon completion of this course students will receive a wallet card and certificate. Per the ANSI Z-390 standard, the training should be renewed on an annual basis. PEC H2S Clear Hydrogen sulfide course available upon request.

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

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

- *PEC Safeland Basic Orientation: **NEW 2021 SAFELAND:** May 13, 23; 8 – 4:30;
- *First Aid/CPR/AED/BLOODBORNE PATHOGENS (We offer MEDIC FIRST AID): May 14; 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 14; 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 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

- 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
US DOL
USA Today
HSI
JBA Telematics
CDC
NIOSH
Transport Topics
DriveWyze by
Fleetworthy
Fleet Owner
ATA
LAND LINE
CVSA
CDL Life

▶ 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 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](#).

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

2025 Trench Safety Stand Down

June 16-20, 2025

The event traditionally occurs in mid-June around the third week, along with June 2025 to be declared the sixth annual "[Trench Safety Month](#)". TSSD formally ends around August 15th of each year, with final submission of attendee forms.

What is a Safety Stand Down?

A **Safety Stand Down** presents the opportunity for employers to talk directly to employees and others about safety. These **Stand Downs** will focus on trench & excavation hazards and reinforce the importance of using trench protective systems and protecting workers from trenching hazards.

Trench Safety Stand Down Week Goals

TSSD was first held in 2016 by **NUCA**, with **OSHA** joining as a partner a year later. The goal of the event is to reach out to the many workers who work in and around trenches and excavations to provide them with information about current excavation requirements and safety procedures for working in trenches. By reaching as many workers as possible we can reduce the number of fatalities and serious injuries that occur each year in our industry, and make others, such as municipal and industry workers who are also exposed, aware of these serious hazards.

Who Can Participate?

Anyone who wants to prevent trenching and excavation hazards in the workplace can participate in the **Stand Down**. We encourage utility construction, residential, highway construction, plumbers, military, unions, associations, educational institutes, and safety equipment manufacturers to participate.

Please see [links](#) for more details and materials to use during your **Stand Down** week.

Using Your SDS Library to Predict and Prevent Chemical Incidents

Most companies use **SDSs** for compliance. That's it. They print them. They store them in binders. Or maybe they upload them into a digital library. But they rarely use them. Not in any active way. Not as tools that can actually prevent chemical incidents.

And that's a problem. Because buried inside those documents is data, real, useful data that can help identify risks long before an incident ever happens. But here's the issue: reading **SDSs** line-by-line to find patterns or exposures? That takes hours. Maybe days. No one has time for that.

Now, imagine software that could do it for you. Software that doesn't just store **SDSs** but reads them, learns from them, and flags the exact risks you need to know. After reading this article, you'll know why your SDS library is one of the most underused safety tools in your company and what you can do to change that.

SDSs Are More Than Compliance Paperwork

A **Safety Data Sheet (SDS)** tells you everything about a chemical: what it's made of, what it can do to the body, what PPE to wear, and how to handle spills. It's required by **OSHA** but is often just seen as a compliance formality. But that limited view misses the point.

SDSs are detailed chemical playbooks. Multiply that by the number of chemicals in your facility, and you've got a massive collection of information, information that can point you straight to safety gaps. In theory, you could comb through every **SDS**, compare hazards, and build a risk profile for your site. But in reality?

- *There are hundreds, sometimes thousands, of SDSs per company.*
- *Manually searching for hazard overlaps or training gaps is time-consuming.*
- *There's no easy way to connect SDS data to incident reports or employee exposure.*

So the **SDS** library just sits there, and chemical interactions go unnoticed. However, once you stop treating **SDSs** as isolated documents and start viewing them as a collective data source, something shifts. You begin to see connections, and that's where things get interesting.

What's Really Inside Your SDS Library

Individually, each **SDS** helps you understand how to safely handle a specific chemical. But when viewed as a group, **SDSs** tell a much bigger story about what's happening across your facility. They highlight patterns that often go unnoticed unless you have the right tools to bring them to the surface. AI makes that possible.



AI-powered **SDS** software reads every document using **natural language processing (NLP)**. This technology allows the system to understand full sentences and meanings, not just match keywords. That difference is critical. It means the software can pick up on safety concerns that humans may overlook, especially when **SDSs** come from different manufacturers or follow different formatting.

Across an entire SDS library, AI can reveal things like:

- **Incompatible chemicals stored in close proximity:** *A janitorial closet might contain ammonia-based cleaners and bleach-based disinfectants. On paper, both are common and approved. But combined, they can release toxic gas. AI can catch that risk by analyzing storage practices against chemical interaction warnings found in SDSs.*
- **Repeated exposure to the same chemical by a single team or shift:** *If the production team on Line 3 uses multiple products containing isocyanates, and those same workers are reporting respiratory irritation, AI can connect the dots faster than a manual review ever could.*
- **Outdated or misaligned PPE policies:** *Suppose the SDS calls for splash goggles and chemical-resistant gloves, but current PPE protocols only require safety glasses. The system can compare the PPE listed in the SDS to your existing safety procedures and flag the discrepancy before it leads to injury.*
- **Training that doesn't match chemical risks:** *A new cleaning solvent gets added to inventory, but no one updates the training program. AI can flag the gap by matching training completion records against high-risk chemicals in use.*
- **Early signs of an incident trend:** *Let's say your team logs several skin irritation complaints within a month. AI can correlate those reports with a recent change in chemical usage and identify the likely source, allowing you to adjust handling procedures or PPE before more cases occur.*

All of this happens quickly. What used to take days of spreadsheet work or manual reviews now takes minutes, sometimes seconds. That speed matters, especially in environments where chemical exposure risks are high and the margin for error is small. This isn't just about finding problems. It's about solving them before they escalate.

With the right system in place, your **SDSs** shift from being passive records to active parts of your safety strategy. But spotting patterns is only half the equation. To truly protect your workforce, you need a way to act on what the data reveals quickly, consistently, and without guesswork.

MJS Legacy Safety can help! Give us a call!



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 —

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](#)

NATIONAL SAFETY STAND-DOWN TO PREVENT FALLS IN CONSTRUCTION

MAY 5-9, 2025

Fatalities caused by falls from elevation continue to be a leading cause of death for construction employees, accounting for 421 of the 1,075 construction fatalities recorded in 2023 (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.

Any workplace can hold a stand-down by taking a break to focus on "Fall Hazards" and reinforcing the importance of "Fall Prevention".

How to Conduct a Safety Stand-Down and FAQs

Companies can conduct a Safety Stand-Down by taking a break to have a toolbox talk or another safety activity such as conducting safety equipment inspections, developing rescue plans, or discussing job specific hazards. Managers are encouraged to plan a stand-down that works best for their workplace anytime.

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.

National Safety Stand-Down posters (English: [pdf](#)) and (Spanish: [pdf](#)).

5 Ways to Prevent Workplace Falls

- IF YOU'RE WORKING AT 6 FEET OR MORE, USE FALL PROTECTION.
- BEFORE STARTING A JOB, MAKE A FALL PREVENTION PLAN.
- PROVIDE WORKERS WITH THE RIGHT EQUIPMENT FOR THE JOB.
- TRAIN EVERYONE TO USE THE EQUIPMENT SAFELY.
- INSPECT YOUR HARNESS, LANYARD, AND ANCHORAGE POINT BEFORE EACH USE.

Stop Falls. Save Lives

The Impact of CPR Training on Workplace Safety

Prioritizing occupational safety and emphasizing how preventative actions can reduce risks and create a safer workplace environment is important for all organizations. While workplace safety programs typically focus on accident prevention, one often overlooked but critical skill in the workplace is cardiopulmonary resuscitation (CPR).

Investing in CPR training can reduce risks in the workplace by equipping employees with lifesaving skills for emergency situations — and that's the kind of proactive measure every workplace should embrace.

Recent Workplace Injuries and Fatalities

According to the most recent data from the **U.S. Bureau of Labor Statistics (BLS)**, the United States reported approximately 2.6 million nonfatal workplace injuries and illnesses from private industry employers in 2023. Industries reporting the highest number of cases include:

- *Health care and social assistance (562,500)*
- *Manufacturing (355,800)*
- *Retail trade (353,900)*
- *Transportation and warehousing (265,700)*
- *Accommodation and food services (231,400)*
- *Construction (173,200)*

Additionally, private industries reported 5,283 [fatal work injuries in 2023](#). The **BLS** reports the **Census of Fatal Occupational Injuries (CFOI)** found that one worker died every 99 minutes from a work-related injury.

These injury statistics underscore the critical need for having a prepared workforce in place. As part of comprehensive safety training, hands-on **CPR**, **AED**, and **First Aid** training with an instructor equips employees with the knowledge, skills, and practice necessary to respond immediately and effectively before professional medical help arrives.

The important role CPR and First Aid training plays in occupational safety

Having **CPR**-trained staff can make a significant difference in reducing injuries and increasing response times in medical emergencies. Here are just a few examples of how **CPR** training can reduce risks in the workplace and benefit your team overall:

1. CPR and First Aid training can help reduce workplace injuries.

Workplace injuries can range from minor injuries to life-threatening emergencies, such as a heart attack or severe accident. For example, in high-risk industries (e.g., manufacturing and construction) workers are frequently exposed to heavy machinery and other potential hazards that can result in common injuries like electrical shock, severe bleeding, and cardiac events.

*By providing **CPR** and **First Aid** training programs, employees are prepared to respond to a variety of emergencies, helping to reduce the severity of injuries and potentially saving lives.*

*Additionally, by practicing real-life scenarios during **CPR** class, it places workers in a preventative mindset that encourages vigilance and readiness.*

2. CPR and First Aid training fosters a culture of proactive safety.



*Offering **CPR** training helps create a culture of proactive safety that prioritizes the health and well-being of employees. This approach encourages employees to take ownership of their own safety, as well as the safety of*

their coworkers and visitors. As a result, employees may be more likely to follow safety protocols, report potential hazards, and collaborate to avoid workplace accidents.

By actively engaging in workplace safety training, companies can help employees feel more confident in their ability to handle the unexpected — while also boosting employee morale, increasing job satisfaction, and strengthening their overall team mentality.

3. CPR certification helps meet regulatory requirements and industry standards.

*Many industries — particularly those with high-risk activities — are subject to certain legal requirements and oversight from government and industry regulatory bodies, such as the **Occupational Safety and Health Administration (OSHA)**. These regulatory organizations often require or recommend **CPR** and **First Aid** training as part of a broader commitment to safety.*

*Investing in workplace **CPR** training can ensure employers stay in compliance with regulatory requirements and industry standards. You'll need to carefully choose a **CPR** training program that is recognized by your industry.*

Benefits of CPR training beyond the workplace

The benefits of **CPR** training in the workplace are clear, but its value extends far beyond the office, factory, or job site. In fact, employees who are trained in **CPR** are more likely to use their lifesaving skills in their personal lives, particularly at home, where medical emergencies can also occur unexpectedly. It's important to communicate this to create more employee buy-in during training. It could be used to save a family member, friend, or even a stranger.

Take a proactive approach to workplace safety

The importance of workplace safety cannot be overstated. Whether it's on a construction site, in a healthcare setting, or at a business office, having employees with **CPR** and **First Aid** certification training helps ensure your workplace is prepared to act decisively during emergency situations. Not only can full-certification **CPR** and **First Aid** training help reduce the severity of injuries, it helps promote a culture of safety that leads to fewer accidents, reduces liability risks, and improves employee morale.

See the [MJS Legacy Safety](#) class schedule on pg 4 above for **CPR/First Aid class dates in May.**

Preventing Hearing Loss in Construction: NIOSH STUDY IDENTIFIES HIGH-RISK NOISE-EXPOSED WORKERS



Pedestrians walking by a construction site may be momentarily shaken by the noise generated from heavy equipment, but what about the construction workers themselves? For them, hearing hazards such as hazardous noise and chemicals that can damage hearing are frequent, and hearing loss is more common in noise-exposed construction workers compared to noise-exposed workers in all other industries, says a [new study](#) by the National Institute for Occupational Safety and Health (NIOSH).

To guide interventions and determine specific strategies for reducing potential harm, authors used audiograms – results from hearing tests – to identify sub-sectors within the construction industry with the highest percentages of noise-exposed workers with hearing loss (prevalences) and those sub-sectors where noise-exposed workers have higher risks for hearing loss. The study, “*Prevalence of Hearing Loss among Noise-Exposed U.S. Workers within the Construction Sector, 2010-2019*”, was published in the *Journal of Safety Research*.

The study provides the following key information:

- Sub-sectors with the highest prevalences of hearing loss: Highway, Street, and Bridge Construction (28%), Site Preparation Contractors (26%), New Single-Family Housing Construction (except Operative Builders) (25%), Oil and Gas Pipeline and Related Structures Construction (25%), and Other Building Finishing Contractors (25%)
- Solutions and strategies for preventing hearing loss among these noise-exposed workers using the [hierarchy of controls](#) to reduce harmful exposures
- A discussion of why workers often find it hard to use hearing protection – barriers that have to do with communication, comfort, convenience, safety climate, and cost – and strategies for increasing the correct and consistent use of hearing protection

“Construction consistently rates among the top industries for the prevalence and risk of hearing loss – hearing loss that is severe enough that it affects workers' daily lives,” said Elizabeth Masterson, PhD, research epidemiologist and lead author of the study. “In addition to providing updated statistics that indicate more needs to be done, this study endeavors to provide detailed strategies for better protecting Construction workers from hearing loss.”

Occupational hearing loss is entirely preventable. Reducing noise exposure can include:

- buying and selling quieter equipment
- keeping moving parts oiled and well-maintained so they produce less noise
- enclosing noise sources
- establishing administrative controls – work practices or policies that reduce the number of workers and the amount of time in noisy areas.

Additionally, although personal protective equipment should not be solely relied upon when looking to reduce noise exposure, barriers to workers consistently and correctly wearing their hearing protection also need to be addressed. Wearing gloves, long sleeves, eye protection, respirators (when appropriate) and working in well-ventilated areas can also reduce or eliminate exposures to harmful chemicals.

Ultimately, understanding which Construction sub-sectors have a higher prevalence of noise-exposed workers with hearing loss and higher risks can help employers and workers target conservation efforts.

Protecting Farmworkers



Agriculture is a major industry in the U.S. and includes growing and harvesting crops such as corn, cotton, soybeans, and fruit, as well as livestock, poultry, and other animals to provide products such as beef, chicken eggs, dairy, and wool.

Farmworkers are at high risk for fatalities and injuries, work-related lung diseases, noise-induced hearing loss, skin diseases, and certain cancers associated with chemical use and prolonged sun exposure. OSHA has [standards](#) that cover agricultural operations, information on solutions to common agricultural hazards, and other [resources](#) such as publications to help employers and employees create and maintain safe and healthy work environments.

Farmworkers face many [hazards](#) on the job, such as pesticide exposure, dangerous machinery, heat illness, engulfment in grain silos, and more.

- [Animal-Acquired Infections and Related Hazards](#)
- [Grain Bins and Silos](#)
- [Hazardous Equipment and Machinery](#)
- [Heat](#)
- [Ladders and Falls](#)
- [Musculoskeletal Injuries](#)
- [Noise](#)
- [Pesticides and Other Chemicals](#)
- [Respiratory Distress](#)
- [Unsanitary Conditions](#)
- [Vehicle Hazards](#)
- [Youth in Agriculture](#)

But proper training, safe operation of equipment, and personal protective equipment can keep them safe as they labor to feed America.

See Fact Sheets in English and Spanish ([pdf](#))

See Workers' Rights ([pdf](#))

Do you know the answer?

An employer claims that they are not required to supply potable water year-round but rather only during the summer. Need some clarification on this?

OSHA standards require employers in [general industry](#), [construction](#), [agriculture](#) and [maritime](#) to provide workers with free potable water at work and allow employees to drink it during their shifts. Potable water includes tap water that is safe for drinking.

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.

What is Colorado's paid family and medical leave insurance (FAMLI) program?

Beginning in 2024, Colorado's paid family and medical leave insurance (FAMLI) program provides paid time off when you face life circumstances that pull you away from your job — like growing your family or caring for a loved one with a serious health condition.



Deductions from Employee Wages started January 1, 2023

The employee share of FAMLI premiums was set at 0.45% of employee wages through 2024. For 2025 and beyond, the director of the FAMLI Division sets the premium rate according to a formula based on the monetary value of the fund each year.

Employers with a total of ten or more employees nationwide must also contribute an additional 0.45% of wages for a total of 0.9%, but employers with nine or fewer employees are only responsible for sending the 0.45% employee share to the FAMLI Division.

FAMLI Break Room Poster ([pdf](#))

FAMLI Program Notice Poster ([pdf](#))



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)

2025 International Roadcheck inspection blitz in May



The **Commercial Vehicle Safety Alliance's** annual **International Roadcheck** inspection blitz is scheduled for **May 13-15**.

During the three-day high-visibility, high-volume inspection and compliance enforcement initiative, law enforcement personnel will inspect trucks and drivers at weigh/inspection stations and temporary sites, and with mobile patrols. Data from the 72 hours of **International Roadcheck** will be collected and results will be released this summer.

Each year, **Roadcheck** places special emphasis on a driver violation category and a vehicle violation category. This year, those categories will be drivers' records of duty status (RODS) and vehicles' tires. To help drivers and motor carriers prepare for this year's **Roadcheck**, CVSA created an [informational flyer](#) on this year's focus areas.

Driver focus: Hours of service recording

To ensure compliance with hours-of-service regulations, drivers must accurately reflect their time and duty statuses in their electronic or paper records/logs. Failure to record, complete or retain the log, or knowingly falsifying logs or other related reports, is not only a driver out-of-service violation, it also makes the driver and/or carrier liable to prosecution.

"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** ~

CVSA New Out-of-Service Criteria for 2025

... effective April 1, 2025



The Commercial Vehicle Safety Alliance has introduced important updates to the out-of-service criteria (OOSC) for drivers and vehicles.

This year, the changes primarily focus on mechanical components, such as brakes, tires, and suspension elements, with minor adjustments to driver out-of-service conditions.

**** Notably, it will now be an out-of-service violation for a prohibited driver to accompany a driver in training, and drivers without a valid medical certificate will no longer be allowed to operate commercial vehicles transporting people or property.**

Driver Out-of-Service Criteria Updates

A revision to Part 1, Item 3 of the **North American Standard OOSC** clarifies that "***an accompanying driver of a driver with a commercial learner's permit (CLP) cannot be unauthorized to drive for any reason,***" according to the [CVSA announcement](#).

This update references the **Federal Motor Carrier Safety Administration's (FMCSA)** update in the *Federal Register*, which specifies that a **CLP holder must be accompanied by a valid commercial driver's license (CDL) holder who is authorized to operate the commercial motor vehicle for that trip. In other words, if a driver is in prohibited status due to a reported substance or alcohol DOT violation, they cannot accompany a CLP holder for training purposes.**

This update follows the new **FMCSA Drug and Alcohol Clearinghouse-II** regulation, which **revoked the commercial driving privileges of prohibited drivers in November 2024.**

In another driver OOSC update, medical certificates will be removed from **Part I, Item 4** to clarify that the **OOS condition** is the same regardless of whether the vehicle is carrying property or people. The CVSA explained that "*not having a medical certificate is an imminent hazard on the first offense for a driver, regardless of the type of vehicle being driven.*"

Vehicle Out-of-Service Criteria Updates

Brakes

One of the changes from this CVSA update involves brake systems. It introduces a new OOSC for inoperative brakes caused by an unplugged electrical cable and a disconnected service gladhand. This change could lead to fewer individual OOS violations, as it serves as a catchall for any number of inoperative brakes, rather than a documented violation for each inoperative brake.

The update also removes "*hoses and tubing that are crimped in such a manner as to restrict airflow*" as OOS conditions since crimped air lines affect the brake release more than brake application.

Tires

Numerous OOSC updates were applied to tires, including the following:

- *If only the rubber of a mudflap is contacting a tire, this is not considered an OOS condition.*
- *A tire without an automatic tire inflation system (ATIS) is out of service if it has a noticeable leak in the tread area. Additionally, tires with leaks in the sidewall are considered an OOS condition, regardless of whether they have an inflation system.*
- *The separate OOS conditions for radial and bias tires were eliminated, combining them into a single section.*

****This update is especially timely, considering the vehicle violation focus area for the 2025 Roadcheck inspections scheduled for May 13-15 is tires.**

Suspensions

The CVSA clarified that cracked or broken u-bolt bottom plates should be considered an OOS condition. Additionally, CVSA added a note and updated a diagram "*to help distinguish between the bolts and the bushings in spring hangers.*"

[See CVSA 2024 International Roadcheck Results](#)

Preventing and Managing Fatigue for CMV Drivers

With nearly one in three truck drivers experiencing depression, severe fatigue and widespread substance use, risks on the road are increasing.



CMV Driving Tips - Driver Fatigue

Fatigue is the result of physical or mental exertion that impairs performance. Driver fatigue may be due to a lack of adequate sleep, extended work hours, strenuous work or non-work activities, or a combination of other factors. The Large Truck Crash Causation Study (LTCCS) reported that 13 percent of Commercial Motor Vehicle (CMV) drivers were considered to have been fatigued at the time of their crash.

Below are some tips that will help you stay healthy and well rested during all your trips.

TIP #1: Get Enough Sleep Before Getting Behind the Wheel

Be sure to get an adequate amount of sleep each night. If possible, do not drive while your body is naturally drowsy, between the hours of 12 a.m. to 6 a.m. and 2 p.m. to 4 p.m. Driver drowsiness may impair a driver's response time to potential hazards, increasing the chances of being in a crash. If you do become drowsy while driving, be sure to choose a safe place to pull over and rest.

Did You Know? *The circadian rhythm refers to the wake/sleep cycle that our body goes through each day and night. The cycle involves our internal clock and controls the daily pattern of alertness in a human body. With inadequate sleep, the drowsiness experienced during natural "lulls" can be even stronger and may have a greater adverse effect on a driver's performance and alertness.*

Did You Know? *A study by the **Federal Motor Carrier Safety Administration** (FMCSA) found that driver alertness was related to "time-of-day" more so than "time-on-task." Most people are less alert at night, especially after midnight. This drowsiness may be enhanced if you have been on the road for an extended period of time.*

Did You Know? *A recent study conducted to determine the risk of having a safety-critical event as a function of driving-hour suggests that incidents are highest during the first hour of driving. The authors hypothesize that drivers may be affected by sleep inertia shortly after waking from sleep. This may be especially true for drivers who sleep in the sleeper berth. Sleep inertia refers to impairment in a variety of performance tasks, including short-term memory, vigilance, cognitive functioning, reaction time, and ability to resist sleep.*

TIP #2: Maintain a Healthy Diet

Skipping meals or eating at irregular times may lead to fatigue and/or food cravings. Also, going to bed with an empty stomach or immediately after a heavy meal can interfere with sleep. A light snack before bed may help you achieve more restful sleep. Remember that if you are not well-rested, induced fatigue may cause slow reaction time, reduced attention, memory lapses, lack of awareness, mood changes, and reduced judgment ability.

Did you Know? *A recent study conducted on the sleeping and driving habits of CMV drivers concluded that an unhealthy lifestyle, long working hours, and sleeping problems were the main causes of drivers falling asleep while driving.*

TIP #3: Take a Nap

If possible, you should take a nap when feeling drowsy or less alert. Naps should last a minimum of 10 minutes, but ideally a nap should last up to 45 minutes. Allow at least 15 minutes after waking to fully recover before starting to drive.

Did you know? *Short naps are more effective at restoring energy levels than coffee.*

Did you know? *Naps aimed at preventing drowsiness are generally more effective in maintaining a driver's performance than naps taken when a person is already drowsy.*



TIP #4: Avoid Medication That May Induce Drowsiness

Avoid medications that may make you drowsy if you plan to get behind the wheel. Most drowsiness-inducing medications include a warning label indicating that you should not operate vehicles or machinery during use. Some of the most common medicines that may make you drowsy are: tranquilizers, sleeping pills, allergy medicines and cold medicines.

Did You Know? In a recent study, 17 percent of CMV drivers were reported as having “over-the-counter drug use” at the time of a crash.

Did You Know? Cold pills are one of the most common medicines that may make you drowsy. If you must drive with a cold, it is safer to suffer from the cold than drive under the effects of the medicine.

TIP #5: Recognize the Signals and Dangers of Drowsiness

Pay attention: Indicators of drowsiness include: frequent yawning, heavy eyes, and blurred vision.

Did You Know? Research has indicated that being awake for 18 hours is comparable to having a blood alcohol concentration (BAC) of 0.08 percent, which is legally intoxicated and leaves you at equal risk for a crash.

Did You Know? A 2005 study suggests that three out of every four CMV drivers report having experienced at least one type of driving error as a result of drowsiness.

Did You Know? On October 16, 2005 at 2 a.m., a 23-year-old CMV driver fell asleep behind the wheel, causing him to enter a ditch and eventually roll his truck over on both west-bound lanes of Interstate 94. Minutes later, a charter bus carrying a school band crashed into the truck killing 5 and injuring 29 others. As a result of the crash, the CMV driver was charged with 5 counts of homicide by negligent operation of a vehicle and 29 counts of reckless driving that caused great bodily harm. If convicted he could have faced nearly 90 years in prison.

TIP #6: Do Not Rely on "Alertness Tricks" to Keep You Awake

Behaviors such as smoking, turning up the radio, drinking coffee, opening the window, and other “alertness tricks” are not real cures for drowsiness and may give you a false sense of security.

Did You Know? Excessive intake of caffeine can cause insomnia, headaches, irritability, and nervousness.

Did You Know? It takes several minutes for caffeine to get into your system and deliver the energy boost you need, so if you are already tired when you first drink a caffeinated drink, it may not take effect as quickly as you might expect. In addition, if you are a regular caffeine user, the effect may be much smaller.

Did You Know? Rolling the window down or turning the radio up may help you feel more alert for an instant, but these are not effective ways to maintain an acceptable level of alertness.

RISK vs REWARD

Is it worth it ??

AVOID THESE DISTRACTIONS:



Fatigue



Adjusting music



Looking up directions



Arguing with passengers



Using the phone



Eating or drinking

RED LIGHT RUNNING:



NOPE!!

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!

Over 15,000 Drivers Face CDL Downgrades after FMCSA Voids Medical Certificates Issued by Two Houston Doctors



The **Federal Motor Carrier Safety Administration (FMCSA)** says that **thousands of truck drivers will need to obtain new medical certification** after the agency deemed two Houston-area **doctors non-compliant** with physical **qualification examination regulations**.

On Friday, April 11, **FMCSA announced** that over **15,000 unexpired Medical Examiner's Certificates (MECs)** issued by **Dr. Jenny Le** and **Dr. Dustin Mai** between **March 2023 and March 2025** have been **voided**.

FMCSA says that the **total number of commercial vehicle drivers affected by the voided MECs** is 15,225.

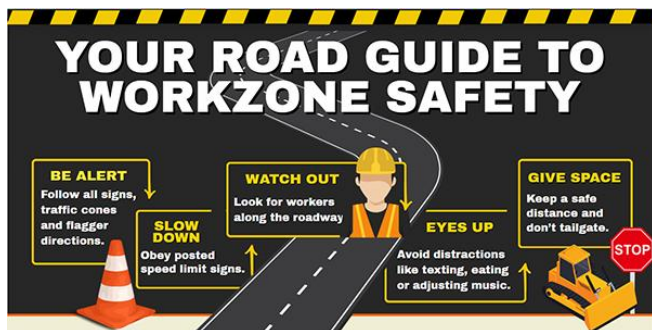
"While this action does not immediately impact a driver's ability to continue operating a CMV, drivers who received their MECs from Dr. Le or Dr. Mai must obtain a new certificate by May 10, 2025, from one of more than 38,000 active medical examiners listed on the National Registry. If a driver fails to obtain a new certificate by the identified date, the driver's respective state drivers licensing agency (SDLA) will initiate procedures to downgrade the driver's CDL," the agency stated.

The **U.S. Department of Transportation-Office of Inspector General**, the **U.S. Department of Justice**, and the **U.S. Department of Homeland Security** launched an **investigation** after the **FMCSA** flagged a *"high volume of physical qualification examinations"* conducted by Drs. Lee and Mai.

Following the investigation, "FMCSA subsequently determined that Dr. Le and Dr. Mai failed to correctly apply required standards in determining that drivers are physically qualified to operate a CMV."

The **FMCSA** plans to issue **Notices of Proposed Removal** from the **National Registry of Medical Examiners** for Dr. Le and Dr. Mai for **failure to adequately perform DOT physical exams**.

"FMCSA's primary mission is to enhance safety on our nation's roadways," said FMCSA Chief Counsel Jesse Elison. "Removing non-compliant medical examiners from the National Registry is a necessary step to maintain the integrity of the medical certification process and ensure that only qualified, properly trained professionals are certifying the physical qualifications of commercial motor vehicle drivers."



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.

Driving Safely in Work Zones

- **Be Aware:** Pay close attention to the road and surroundings, anticipating unexpected events.
- **Slow Down:** Reduce speed as you approach and enter the work zone.
- **Follow Traffic Control:** Obey posted speed limits, signs, and directions from flaggers.
- **Merge Safely:** Be prepared to merge into the open lane when necessary, and do so as soon as it's safe.
- **Maintain Safe Following Distance:** Leave extra space between your vehicle and the one in front to avoid rear-end collisions.
- **Minimize Distractions:** Avoid using cell phones, eating, drinking, or engaging in other distractions.
- **Keep an Eye on Blind Spots:** Be aware of blind spots created by large vehicles and equipment.
- **Be Patient:** Allow extra time to travel through the work zone.



Drivewyze's Smart Roadways "Slowdown Alerts" Nearly Doubles in Size in 2024

In partnership with INRIX, a leader in providing data and analytics on movement patterns, Drivewyze by Fleetworthy continued expanding its **Smart Roadways** service in 2024. Last year, **Smart Roadways** added five states to the service, joining eight others that already offer the **Smart Roadway** service. The service experienced dramatic growth throughout 2024, with the number of monthly alerts increasing by 151% and the average number of unique trucks receiving alerts growing by 96% compared to the previous year. The alerts provide "sudden slowdown" and "congestion ahead" alerts to commercial truck drivers.



INRIX uses advanced algorithms that analyze millions of anonymous connected vehicles traveling more than a billion miles daily in the U.S. This allows INRIX to identify and monitor traffic slowdowns. The information then goes to Drivewyze and its **Smart Roadways** platform. Messages such as "**Sudden Slowdown Ahead**" and "**Congestion Ahead**" are displayed on ELDs 2 to 3 miles before the slowdown begins, giving truckers time to slow their speed.

The alerts are made possible through partnerships with select state transportation and enforcement agencies. **Smart Roadways** represents a next-generation V2N solution for state transportation agencies that requires no roadside infrastructure investment. Unlike traditional ITS deployments, states can begin providing advanced traveler information to thousands of commercial vehicles within weeks, not years, with minimal impact on staff resources.

Drivers receive critical alerts on their ELDs, tablets, or smartphones through Drivewyze's connected truck network. The alerts are made available free of charge through Drivewyze Free. Drivewyze Free also includes Drivewyze-sponsored alerts and advisories for High-Rollover risk areas, Low Bridges, and Mountain alerts (steep grade ahead; chain-up/brake check stations, and runaway ramps). The in-cab alerts use visual messages along with an audible chime.

Smart Roadways states now include Arkansas, Indiana, Florida (Turnpike), Colorado and Tennessee, joining eight other states in the program.

According to Brian Mofford, Drivewyze's VP of Government Experience, the rapid growth of the **Smart Roadways** service is making roadways safer by slowing truckers down in critical areas, and by providing important messaging that allows drivers to be safer and more productive.

"The alerts work," said Mofford. "And that's driving momentum with states adopting the service." A Cleveland State study ("*Determination of Effectiveness of Commercial Vehicle Safety Alerts*") found that secondary crashes involving trucks in Ohio were reduced by 29% over a two-year period when alerts were given to drivers.

"What makes this program particularly attractive to state agencies is the ability to immediately improve commercial vehicle safety without investing in new infrastructure," said Mofford. "States can activate these life-saving alerts across their entire road network almost immediately, reaching thousands of trucks through our existing connected truck network."

According to a Purdue University study ("*Quantifying the Impact of In-Cab Alerts on Truck Speed Reductions in Ohio*"), approximately 22% of drivers receiving sudden slowdown alerts reduced their speed by at least 5 mph 30 seconds after receiving the alert. Twenty-six percent of the vehicles traveling at or above 70 mph at the time of alert reduced their speed by at least 5 mph. "What's more important than those figures are awareness and hard braking numbers," said Mofford. "With the alerts, drivers know something is coming up soon, so they are looking for brake lights and slowing vehicles. This increased awareness has significantly reduced hard braking incidents, making our roads safer for everyone."

"Using real-time data on slowdowns and congestion to alert commercial drivers means accidents can be prevented," said Ahmed Darrat, chief product officer, INRIX. "Our partnership through the **Smart Roadways** program is making a difference, and since the alerts are available to all drivers, free of charge, it's something no driver should be without." That was magnified in the Cleveland State study where fleets said, "In-cab alerts are effective tools for improving driver behavior and safety performance; alert systems have significantly reduced at-fault crashes. And a comprehensive, uniform alert system across all states is needed to provide consistent and timely information."

Changes to the CSA Program are Coming



The **FMCSA** is set to revamp its Compliance, Safety, Accountability Safety Measurement System with new categories and simplified scoring, aiming to improve safety evaluations.

Key takeaways:

- *FMCSA will reorganize safety categories and remove the controlled substance and alcohol category.*
- *Most violations will be worth one point, and scores will only apply to recent violations.*
- *FMCSA will increase thresholds for certain categories to better align with crash risk.*

After more than a decade of debate, studies, and even an act of Congress, **FMCSA** is preparing to roll out major changes to its **Compliance, Safety, Accountability Safety Measurement System**. Those who have watched this process unfold will recall the 2015 legislation that called on an independent body, the [National Academies of Sciences, Engineering, and Medicine](#), to assess the scoring system and recommend improvements. The planned changes to the **SMS** come in response to the National Academies' recommendations and calls from the industry that the program be revamped.

FMCSA floated the planned changes in February 2023 and, in November of 2024, announced its intent to implement them—likely later this year. An anticipated announcement on when the changes will be made effective is still pending. In the meantime, here is a summary of the major ones.

How FMCSA is reorganizing measurement categories

Fleets are currently measured in seven areas called behavioral analysis safety improvement categories. **FMCSA** will rename them simply “compliance categories” and reorganize them. Most of this reshuffling will go unnoticed by most carriers, but two are somewhat significant.

First, **FMCSA** will measure vehicle maintenance violations in two categories: **1) vehicle maintenance** and **2) vehicle maintenance: driver observed**. This will allow the agency to separately measure those violations that a driver should have reasonably spotted before or while operating the vehicle. Fleets with sound maintenance programs but drivers who fail to diligently conduct pre-trip inspections (and vice versa) may notice a change to their scores and what they say about the fleets' safety management controls.

Second, the agency will eliminate the controlled substance and alcohol category and place violations from it into the unsafe driving category. This change will be less noticeable, except for the few fleets that have committed violations of the drug and alcohol regulations. The rest will simply notice that the category is gone.

How FMCSA is simplifying severity weights

Currently, each violation is assigned a severity weight on a scale of 1-10, which reflects its presumed correlation to crash risk and crash severity. **FMCSA** will soon simplify its formula and assign almost all violations the same weight of one “point” each. The exception will be violations resulting in the issuance of out-of-service orders and driver violations deemed disqualifying under the **Federal Motor Carrier Safety Regulations**. These more serious violations will be assigned two points. This could impact fleets that have a pattern of committing minor violations and how they compare to fleets that commit more severe ones (albeit less frequently).

How FMCSA is changing recent violations

Fleets are currently assigned “scores” in each category if they have had violations in the prior two years. Soon, however, **FMCSA** will no longer assign a score in most categories unless the fleet has committed a violation in that category in the prior 12 months. This is a small victory for fleets that have deliberately addressed their prior deficiencies and improved their performance from the previous year. Note: This change will not apply to the **Unsafe Driving** or **Crash** categories.

How FMCSA is changing intervention thresholds

FMCSA generally assigns each fleet a percentile rank in each category based on its performance compared to other fleets of similar size and exposure. Those fleets that are above the pre-determined thresholds in each category are presumably prioritized for some form of agency “intervention” such as an on-site compliance review (i.e., audit). **FMCSA** will soon change some of the thresholds in an acknowledgement that poor scores in some categories bear a weaker correlation to crash risk than others. Specifically, they will raise the thresholds in the driver fitness and hazardous materials compliance categories. As a result, fleets above the thresholds in other categories will be prioritized.



Other changes FMCSA is making

There will be several additional changes that will only affect certain segments of the industry or be noticed by a minority of carriers. For instance, in the H.M. compliance category, **FMCSA** will separately measure cargo tank and non-bulk carriers. In the driver fitness category, the agency will measure fleets that primarily operate straight trucks independently from those that primarily operate combination vehicles. They will also raise the mileage cap for measuring exposure in the unsafe driving and crash categories. This will be most welcomed by fleets that operate teams and have very high asset utilization (e.g., annual mileage per truck).

Last, there will be a change to how carriers' performance measures are compared against others in their respective safety event (i.e., peer) groups. This will provide some relief for fleets that see dramatic changes in their rankings (i.e., scores) when moving between groups.

By and large, these changes will be welcomed by fleets since they address some long-standing concerns with the **SMS**.

As with all changes to the scoring system, there will be some winners and losers, especially when you consider that the scores reflect comparative performance. But for the most part, these adjustments will address some common objections and subdue some criticisms of the program.

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.

Trucking Industry Backs Bill Cracking Down on Costly, Dangerous Staged Accidents

Recently, the American Trucking Associations applauded Congressmen Mike Collins (R-Georgia) and Brandon Gill (R-Texas) for introducing the [Staged Accident Fraud Prevention Act](#).

The bill would make it a federal crime to engineer a crash with a commercial motor vehicle. This hazardous and increasingly pervasive phenomenon is being used by criminals to manipulate the legal system and extort seven-figure settlements from trucking companies.

"When con artists seeking a big payday intentionally collide with commercial motor vehicles, their reckless disregard for safety puts innocent truck drivers and the motoring public at risk. These unscrupulous individuals perpetuate their selfish actions by filing frivolous lawsuits against honest trucking companies, raising costs for consumer goods and contributing to soaring insurance premiums," said American Trucking Associations Senior Vice President of Legislative Affairs Henry Hanscom. *"ATA commends Congressmen Mike Collins and Brandon Gill for introducing the **Staged Accident Fraud Prevention Act**, which would close legal loopholes that criminals are exploiting to attack America's hardworking truckers. By establishing clear, enforceable criminal penalties that apply to all of the conspirators involved in staged collisions, we can finally put an end to this dangerous and costly practice."*

A wide range of schemes in recent years have targeted trucking companies, and these sophisticated fraudsters often have ties to organized crime. One such criminal ring was exposed in Louisiana for staging accidents with unsuspecting commercial trucks beginning in 2011. To date, [63 people have been indicted](#) in the federal probe into this conspiracy, including plaintiff attorneys who are alleged to have been the masterminds.

The **Staged Accident Fraud Prevention Act** would provide a strong, necessary deterrent to prevent these dangerous and costly schemes from taking root, while offering critical protections to the motor carriers and drivers who tirelessly power our nation's economy and supply chain.

Specifically, the bill establishes straightforward criminal penalties not just for the drivers who stage these collisions – but also for the attorneys, physicians, and other co-conspirators who knowingly participate in the fraud to extort victimized motor carriers.

How (and why) Trucks Get Picked for Inspection

SOURCE: Rob Abbott - VP at Fleetworthy



When drivers **approach weigh stations** on the **Interstate**, they know they **might be directed** to pull in and **submit to a thorough truck inspection**. If that happens, enforcement **officials will typically conduct** an exhaustive **examination for defects**. They'll look for **worn tires**, brakes **out of adjustment**, and burned-out **lightbulbs for starters**. They will also **scrutinize** the **driver's license**, medical certificate, **permits**, **registration**, bills of lading, and **electronic logging device (ELD)** records.

Of course, **drivers don't relish** these inspections **since they take time** and present the **potential for citations**. Most wonder what **caused them to be** selected for these **inspections** and **what** they can do about it. The **answer is a little complex** but not **impossible to understand**.

While **enforcement officials** use various tools and **criteria to select trucks** and drivers for **inspection**, the fleet's **Inspection Selection System (ISS)** score is the **most common**. The **ISS score assigned by FMCSA** primarily reflects the **fleet's performance** as measured by **FMCSA's Compliance, Safety Accountability (CSA) Safety Measurement System (SMS)**. However, **there is not a 1 to 1 relationship** between the two. The **ISS** only considers **SMS measurement categories** that most **logically can be addressed** during roadside **inspections** – like **hours-of-service compliance** and **vehicle maintenance**.

Each **motor carrier is assigned** an **ISS score ranging from 1-100**, which guides **inspectors in selecting** vehicles. The system is **necessary because** there are **14 million trucks** on the road, but **FMCSA** and **state enforcement agencies** only have **sufficient personnel** to conduct **approximately 3.5 million** inspections annually. **Higher scores** are generally **assigned** to those with the **poorest performance**, though fleets lacking **enough data** to be scored are **also prioritized** for inspection. **Fleets that use a weigh station bypass** program often **get an in-cab notification** about a mile **before the inspection** station, telling them **they may bypass the site entirely**. Those that **don't, must pull in**, wait in line, and **keep their fingers crossed** that they won't be **selected for inspection**.

FMCSA encourages **states to inspect** any fleet with an **ISS score greater than 75** and allow **any fleet** with a score **below 50 to pass through**. Those with **scores in between** are considered **"optional."** However, **here's the catch**: Not every **fleet with a score over 75** will get **inspected each time** they approach a **weigh station**. The **state enforcement agencies** simply don't have the **resources to do so**. Instead, each state has its **suggested "pull in" rate based on its capacity** to inspect vehicles. For **instance, one state might pull in every truck operated** by a **fleet with a score of 95** or higher, while another **state might pull in only one in four**. It **all depends on the state** and its **enforcement capacity**.

Remember that **trucks are pulled in** for reasons beyond their **ISS scores**. Vehicles that **exceed allowable weight limits**, with **expired registrations**, or failing to **comply with state tax** requirements will **also get pulled in**. In addition, inspectors **retain the option to pick** vehicles based on their **discretion**. For instance, if an **inspector spots obvious** load securement **violations on a flatbed**, missing **lug nuts on a wheel**, or an underinflated tire, the **truck is more likely to get** pulled in. In many states, they may **also select a vehicle** at random.

Complete **truck inspections usually** take about an **hour**, but **there are things** drivers can do to **help the process go more** smoothly and **efficiently**. Having their **documentation in order** and easily **accessible** is one of them. They **should also be familiar** with the steps needed to **transfer data** from their **ELD to the enforcement officer**. And, of course, it **always helps to be** polite and **cooperative**. Drivers need to understand they **play an important role** in facilitating the **inspection process**.

Want to learn more? The **full ISS methodology** is available [here](#) for those **brave enough to dive into it**. However, **Fleetworthy has created** an easy-to-read **explanation of the system**, [Understanding Inspection Selection System \(PDF\)](#). **Fleets can access** their **ISS scores by registering** with **FMCSA** to obtain an **account and access their records**.

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.



Recent Mining Fatalities

Accident Classification: Powered Haulage
Location: ARROWOOD - Mecklenburg, North Carolina
Surface: Crushed Broken Granite
March 5, 2025 - [Fatality Alert](#) - [Best Practices](#)

On March 5, 2025, a miner died while clearing strips of old belt rubber from a belt conveyor tail roller. During this process, the belt conveyor started to operate, causing the miner to become entangled in between the fluted tail roller and the belt.

This is the ninth fatality reported in 2025, and the fourth classified as “Powered Haulage.”



Accident Classification: Explosives and Breaking Agents
Location: Calhoun Quarry #1 - Jersey, Illinois
Surface Mine: Crushed Broken Limestone NEC
March 5, 2025 - [Fatality Alert](#) - [Best Practices](#)

On March 5, 2025, a miner was fatally injured at a surface mine when flyrock from blasting operations struck him. The miner was assisting in detonating the explosives.

This is the tenth fatality reported in 2025, and the first classified as “Explosives and Breaking Agents.”

Accident Classification: Powered Haulage
Location: South Plant - Washington, Kansas
Mine Controller: Manetha Holle; Jay Holle
Mine Type: Surface
Mined Material: Construction Sand and Gravel
March 28, 2025 - [Fatality Alert](#) - [Best Practices](#)



On March 28, 2025, a miner was fatally injured at a surface mine when sand from the highwall engulfed the front-end loader he was operating. The miner was digging sand from the toe of the highwall.

This is the 11th fatality reported in 2025, and the fifth classified as “Powered Haulage.”

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

Temporary Enforcement Pause: SILICA RULE

Issued: April 8, 2025

In an exercise of its enforcement discretion, the [Mine Safety and Health Administration](#) (MSHA), within the U.S. Department of Labor, announces a [temporary enforcement pause](#) of its final rule titled, “[Lowering Miners’ Exposure to Respirable Crystalline Silica and Improving Respiratory Protection](#),” [89 Fed. Reg. 28,218](#) (Apr. 18, 2024) (“Silica Rule”). MSHA will temporarily pause enforcement of the requirements in 30 C.F.R. part 60 for coal mine operators until August 18, 2025, four months from the original compliance date of April 14, 2025.

Background:

The Silica Rule requires mine operators to update their respiratory protection programs and may result in operators obtaining additional respirators and sampling devices. MSHA understands that recent [National Institute for Occupational Safety and Health](#) (NIOSH) restructuring may impact the [Pittsburgh Mining Research Division](#), the [National Personal Protective Technology Laboratory](#), and the supply of approved and certified respirators and personal dust monitors. Given the unforeseen NIOSH restructuring, and other technical reasons, MSHA offers this four-month temporary pause to provide time for operators to secure necessary equipment and otherwise come into compliance. This pause will also provide MSHA time to assist mining industry compliance, e.g., help accredited laboratories gain proficiency in MSHA analytical methods.

Application:

For these technical reasons, MSHA will pause enforcement for coal mine operators, until August 18, 2025. MSHA will continue its regular enforcement activities on existing standards for respirable coal mine dust. This pause does not affect the compliance date of April 8, 2026, for metal and nonmetal mines.

Work-Related Factors in Musculoskeletal Disorder Development



Workplace safety factors are not always as easy to spot as they may initially seem. While dangerous chemicals, working at heights and the presence of heavy machinery are obvious hazards, ergonomic dangers are often less so. The risk of developing a musculoskeletal disorder also can affect employees in virtually any job.

Musculoskeletal issues are common across industries and roles, but they're preventable. Leaders must begin by recognizing which factors contribute to these injuries so they can take appropriate action.

Repetitive Motions

One of the most frequent ergonomic risks in the workplace is repetitive motion. As many as 9% of all U.S. adults experienced a repetitive strain injury during a three-month period in 2021, highlighting how easy they are to develop. Those over the age of 35 are particularly prone to such issues.

Motion does not need to be intense for it to cause damage through repetition. Common work-related repetitive tasks that contribute to this hazard include typing, handling items in assembly lines, manually hammering or screwing in construction, and picking in a warehouse.

The more frequently someone must perform a movement and the fewer breaks they take while doing so, the more likely they are to develop a musculoskeletal disorder. These hazards can also be difficult to catch because workers may not experience discomfort until after prolonged periods of moving.

Heavy Loads

Carrying heavy objects is another common cause of musculoskeletal problems. Fewer occupations involve heavy lifting than repetitive motion, but this risk category can be similarly deceptive.

Some items may not seem "heavy" to some but are enough to lead to excessive strain without proper precautions. As such, **OSHA** does not have any specific weight limits within its guidelines, which can make it challenging to interpret how much is too much. The **Centers for Disease Control** (CDC) has published a formula for [lifting recommendations](#), which includes factors like position, handling and frequency — all of which are easily missable.

Because what's safe in one context may not be in another, it's best to err on the side of caution. Any task involving lifting, especially regular lifting, should include taking steps to prevent handling-related strain.

Unsafe Posture

Employee posture can likewise contribute to a musculoskeletal injury. This hazard is closely related to load weight, as a relatively light object can become riskier if workers don't follow proper lifting techniques.

Consider how snow shoveling leads to thousands of emergency room visits annually. Snow is not heavy on its own, but awkward posture while moving large amounts of it can lead to back injuries. Similarly, picking a light package off a low shelf may not seem strenuous, but bending at the back instead of the knees can create unnecessary strain.

A task does not need to involve much movement for posture to create ergonomic risks, either. Hunched sitting positions or crouching for extended periods can create excessive tension in an employee's joints.

Prolonged Sitting

Sitting for long, uninterrupted periods can be an ergonomic risk factor. Workers in office settings may not face more obvious physical hazards as those in heavy industries, but being idle for hours at a time can be damaging, too.

Remaining static for too long can limit blood flow. As a result, muscles do not get all the oxygen they need, leading to pain, fatigue and potentially accumulating to larger musculoskeletal problems. Suboptimal back, arm and neck posture can worsen these effects.

As with repetitive motion, sitting-related injuries often do not appear hazardous at first, causing workplaces to overlook them. Workers may also not notice discomfort until after developing an injury.



Vibration

Ergonomic risk factors include vibrations, too. Like static posture, vibration can impede blood flow. In addition to contributing to muscle fatigue, this can limit mobility and reduce employees' grip strength over time.

Work-related vibration hazards generally come in two forms, one affecting the whole body and the other being more localized. Whole-body vibrations often stem from operating heavy machinery, especially large vehicles like trucks or agricultural equipment. Smaller machines like handheld power tools can lead to hand and arm issues.

Between 30% and 40% of workers in some roles experience vibration white fingers, a musculoskeletal condition related to vibrations. The prevalence of similar issues can be as high as 75% in some groups, as these hazards often go unaddressed.

Preventing Musculoskeletal Disorders at Work

Across all categories, musculoskeletal disorders affect more than 2 million people and cost \$20 billion annually. Such a common issue demands attention from workplace safety leaders.

Once the causes of ergonomic injuries are clear, it's easier to take appropriate preventive measures. Management should begin by looking for instances of these five hazards within their workflows. Any amount of repetitive motion, lifting, posture-sensitive movement, prolonged sitting and vibration requires a specific plan to address through workplace controls or protocols.

Businesses should seek to eliminate hazards as much as possible. Automating lifting tasks and repetitive motions will remove workers from these risks, ensuring they don't encounter the danger to begin with. Real-world case studies back this up, with every increase of 1.34 robots in a facility corresponding 1.2 fewer injuries per 100 workers annually.

Where automation is not possible, organizations can prevent musculoskeletal disorders by ensuring workflows facilitate less strenuous movement. Placing items at waist to chest height will prevent unnecessary bending. Similarly, providing ergonomic-friendly chairs can prevent injuries from unsafe idle posture.

Regular breaks are another essential measure. Workers should take breaks from sitting, lifting or handling equipment every two hours. More strenuous labor may require 30-minute intervals. During this time, employees should stretch and walk around to prevent fatigue and promote blood flow.

Finally, all workers should understand how their posture, lifting techniques or prolonged idleness can affect their health. Education will help everyone understand the importance of proper working procedures and encourage compliance with workplace safety policies.

Understanding Musculoskeletal Disorders Is Key to Stopping Them

Awareness is the first step to better safety in any context. It's arguably even more important in preventing a musculoskeletal disorder than other hazards, considering how easy it is to miss these risk factors.

Employees in any workplace can encounter ergonomic hazards, so every business must learn about and address these five risk factors. Minimizing related injuries can lead to substantial improvements in safety, productivity, costs and morale.

What is the 20-8-2 rule?

The "20-8-2 rule" is a simple guideline to promote movement and break up prolonged sitting, especially in office environments. It suggests that for every 20 minutes of sitting, you should stand for 8 minutes and move around for 2 minutes. This rule is designed to reduce the negative health effects of a sedentary lifestyle and improve overall well-being.

Here's a more detailed breakdown:

- **20 minutes sitting:** Focus on your work while seated, maintaining good posture.
- **8 minutes standing:** Stand at a desk or move around, engaging in light activity.
- **2 minutes moving:** Walk around, stretch, or do other light exercises to further boost circulation.

Implementation:

- **Set a timer:** Use a timer to remind you to stand and move every 20 minutes.
- **Use a [standing desk](#):** This makes it easier to switch between sitting and standing.
- **Plan movement:** Incorporate movement into your workday, such as walking to meetings or taking short breaks for stretching.

In essence, the 20-8-2 rule is a practical and easy-to-follow strategy for making your workday more active and promoting better health.



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!!