

MJS Legacy Safety Consulting Services LLC,

'receiving a BBB Accredited Business Designation in 2025,'
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 – November 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** [read more...](#)
- ▶ **Enjoy a Safe Holiday Season**
 From late November to mid-January, when families gather, parties are scheduled and travel spikes, safety should be top of mind. [read more...](#)
- ▶ **Training Saves Lives** [read more...](#)
- ▶ **OSHA's 2025 Top 10 Cited Standards Highlight Persistent Safety Challenges** [read more...](#)
- ▶ **SAFETY AT EVERY LEVEL** [read more...](#)
- ▶ **OSHA's Head Protection Safety & Health Information Bulletin: What it means for PPE Selection** [read more...](#)
- ▶ **DEADLINE WAS MARCH 2ND Injury Tracking Application**
 Employers must post their most recent Summary of Work-Related Injuries and Illnesses (Form 300A) [read more...](#)
- ▶ **The Top OSHA Penalties of 2025** [read more...](#)



Your Right to Know

- ▶ **Requiring Employers to Keep Employees Informed**
 A new topic every month.....
Job Safety and Health: It's the Law Workplace Poster
 What is the OSHA poster and why do I need it? [read more...](#)

TRANSPORTATION NEWS SUMMARY

- ▶ **Reminder - Federal Drug Testing Custody and Control Form Mandatory...** [read more...](#)
- ▶ **DOT 2025 Regs Violation Penalty Increases** [read more...](#)
- ▶ **FMCSA Temporary Waiver - Announcement - See update** [read more...](#)
- ▶ **Safety Blitz Leads to Trucker Arrests, Including One ELP Violation** [read more...](#)
- ▶ **Bill Would Relaunch 'Floundering' Under-21 Trucker Apprenticeship** [read more...](#)
- ▶ **CVSA Releases 2025 International Roadcheck Results** [read more...](#)
- ▶ **OOIDA Urges Congress to Prioritize Safety Over 'Cheap Labor'** [read more...](#)



TRANSPORTATION NEWS SUMMARY cont'd

- ▶ **FMCSA Removes Five ... now Six more Electronic Logging Devices from Registered List** [read more...](#)
- ▶ **Truck History Reports** — Look up reported accidents, inspection violations, insurance claim, owner history and more. [read more...](#)
- ▶ **DOT Amends Oral Fluid Drug Testing Procedures** [read more...](#)
- ▶ **CVSA RELEASES 2025 OPERATION SAFE DRIVER WEEK RESULTS** [read more...](#)

AGRICULTURE SUMMARY

- ▶ **Lawmakers Propose Changes to Seasonal Agriculture CDL - H.R.4601** [read more...](#)

MSHA NEWS SUMMARY

- ▶ **MSHA is now on FACEBOOK and INSTAGRAM!** [read more...](#)
- ▶ **Safety Alert - Contract Truck Drivers** [read more...](#)



MONTHLY SAFETY & HEALTH TIP NEWS SUMMARY

- ▶ **Clearing Up Myths About Older Workers While Understanding and Supporting an Aging Workforce** [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)

> HAZWOPER TRAINING

These HAZWOPER courses are conducted in accordance with the requirements of 29 CFR 1910.120. Courses cover the requirements of the OSHA HAZWOPER standard.

Awareness level training - 8 Hour Refresher - 24 Hour - 40 Hour - Custom Class scheduled available

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

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

- *PEC Safeland Basic Orientation: **NEW 2021 SAFELAND:** Nov 7 (*Instructor Led Virtual Class*), 18, 24; 8 – 4:30;
- *First Aid/CPR/AED/BLOODBORNE PATHOGENS (We offer MEDIC FIRST AID): Nov 11; 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*]: Nov 11; 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
MSHA
ISHN
NSC
NIOSH
US DOL
Freight Waves
CVSA
CMCA
LANDLINE MEDIA
OUIDA
DOT
Truck Driver News



▶ 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 Increased 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.

It's possible you've heard the terms OSHA 10 or OSHA 30 before but, just like with most regulatory terminology, understanding the specifics can be confusing. How do you decide if you want to – or need to – complete this training if you aren't even sure what it covers?

Give us a call! We can help!

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



Enjoy a Safe Holiday Season

From late November to mid-January, when families gather, parties are scheduled and travel spikes, safety should be top of mind. Following is tried-and-true advice to ensure your family remains safe and injury-free throughout the season.

Traveling for the Holidays? Be Prepared

If you're traveling this year, be sure your vehicle is in good running condition, get plenty of rest and be prepared for any emergency. Traveling by car during the holidays has the highest fatality rate of any major form of transportation based on fatalities per passenger mile. Hundreds of people die every year in crashes on New Year's Day, Thanksgiving Day and Christmas Day, according to Injury Facts.

Alcohol impairment is involved in about a third of these fatalities.

Stay safe on the roads over the holidays — and every day:

- Prepare your car for winter and keep an emergency kit with you
- Get a good night's sleep before departing and avoid drowsy driving
- Leave early, planning ahead for heavy traffic
- Make sure every person in the vehicle is properly buckled up no matter how long or short the distance traveled
- Put that cell phone away; many distractions occur while driving, but cell phones are the main culprit
- Practice defensive driving
- Designate a sober driver to ensure guests make it home safely after a holiday party; alcohol or over-the-counter, prescription and illegal drugs can cause impairment

Decorate Safely

Decorating is one of the best ways to get in a holiday mood, but emergency departments see thousands of injuries involving holiday decorating every season.

When decorating follow these tips from the U.S. Consumer Product Safety Commission:

- Keep potentially poisonous plants – mistletoe, holly berries, Jerusalem cherry and amaryllis – away from children
- If using an artificial tree, check that it is labeled “fire resistant”
- If using a live tree, cut off about 2 inches of the trunk to expose fresh wood for better water absorption, remember to water it, and remove it from your home when it is dry
- Place your tree at least 3 feet away from fireplaces, radiators and other heat sources, making certain not to block doorways
- Avoid placing breakable ornaments or ones with small, detachable parts on lower tree branches where small children can reach them
- Only use indoor lights indoors and outdoor lights outdoors, and choose the right ladder for the task when hanging lights
- Replace light sets that have broken or cracked sockets, frayed or bare wires, or loose connections
- Follow the package directions on the number of light sets that can be plugged into one socket
- Never nail, tack or stress wiring when hanging lights, and keep plugs off the ground away from puddles and snow
- Turn off all lights and decorations when you go to bed or leave the house

Watch Out for Fire-Starters

Candles and Fireplaces

Use of candles and fireplaces, combined with an increase in the amount of combustible, seasonal decorations in many homes during the holidays, means more risk for fire. The National Fire Protection Association reports on average candles cause 46% of fires annually in December.

- Place candles where they cannot be knocked down or blown over, and out of reach of children
- Keep matches and lighters up high and out of reach of children in a locked cabinet
- Use flameless rather than lighted candles near flammable objects
- Don't burn trees, wreaths or wrapping paper in the fireplace
- Use a screen on the fireplace at all times when a fire is burning
- Never leave candles or fireplaces burning unattended or when you are asleep
- Check and clean the chimney and fireplace area at least once a year

Turkey Fryers

Be alert to the dangers if you're thinking of celebrating the holidays by frying a turkey. The [Consumer Product Safety Commission](#) reports there have been hundreds turkey-fryer related fires, burns or other injuries, and millions of dollars in property loss from these incidents.

NSC discourages the use of turkey fryers at home and urges those who prefer fried turkey to seek out professional establishments or consider using an oil-less turkey fryer. If you must fry your own turkey, follow all [U.S. Fire Administration turkey fryer guidelines](#).

Food Poisoning Is No Joke

Keep your holidays happy by handling food safely. The [foodsafety.gov](#) website from the U.S. Department of Health and Human Services provides some valuable [holiday food safety tips](#):

- Wash your hands frequently when handling food
- Keep raw meat away from fresh produce
- Use separate cutting boards, plates and utensils for uncooked and cooked meats to avoid cross-contamination
- Use a food thermometer to make sure meat is cooked to a safe temperature
- Refrigerate hot or cold leftover food within two hours of being served
- When storing turkey, cut the leftovers in small pieces so they will chill quickly
- Thanksgiving leftovers are safe for three to four days when properly refrigerated

Watch this [holiday food safety video](#) for more information.

It's Better to Give Safely

Gifts and toys should inspire joy, not cause injuries. Thousands of children are seriously injured in toy-related incidents every year. Avoid safety hazards while gifting with these tips from the U.S. Consumer Product Safety Commission:

- Toys are age-rated for safety, not for children's intellect and physical ability, so be sure to choose toys in the correct age range
- Choose toys for children under 3 that do not have small parts which could be choking hazards
- For children under 10, avoid toys that must be plugged into an electrical outlet
- Be cautious about toys that have button batteries or magnets, which can be harmful or fatal if swallowed
- When giving scooters and other riding toys, give the gift of appropriate safety gear, too; helmets should be worn at all times and they should be sized to fit

To find out about holiday toy safety and recalls, check the [U.S. Consumer Product Safety Commission](#) website.

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 —

OSHA's 2025 Top 10 Cited Standards Highlight

Persistent Safety Challenges

OSHA unveiled its preliminary list of this year's most cited workplace safety violations. Fall protection remains a top concern, but the entire list offer insight into where safety professionals should focus their efforts.



Each year, OSHA's list of most frequently cited standards offers a revealing snapshot of where workplaces are struggling to meet safety requirements. At the National Safety Council's 2025 Safety Congress & Expo, held this week at the Colorado Convention Center, OSHA Regional Administrator Eric Harbin unveiled the agency's preliminary Top 10 for fiscal year 2025, based on data as of Aug. 12.

The list once again underscores the persistence of long-standing hazards. "They have the ability, they have the desire, they just need the knowledge," Harbin said, noting that small businesses often want to comply but lack resources. OSHA hopes to close that gap by promoting consultation programs and training support.

1. Fall Protection – General Requirements (1926.501)

For the fifteenth consecutive year, fall protection tops the list, with 5,914 violations. Roofing, framing and siding contractors accounted for most of the citations. OSHA's fall protection rules are clear: employers must provide guardrails, safety nets or personal fall arrest systems when workers face fall hazards. Hazards often stem from unprotected edges, unsafe scaffolds or improperly used ladders.

Despite years of emphasis, falls remain the leading cause of death in construction. Harbin said roofing was the top industry cited, a reminder that high-risk trades must redouble efforts in training, supervision and jobsite hazard assessments.

2. Hazard Communication (1910.1200)

Hazard Communication once again claims the second spot, with 2,546 violations. Interestingly, Harbin noted roofers — not traditionally thought of as chemical-intensive — were the top violators.

The HazCom standard requires employers to develop a written program, maintain Safety Data Sheets, properly label containers and train workers on chemical hazards. Compliance lapses often involve missing SDSs, outdated labeling or insufficient worker training. With chemical exposures present in nearly every industry, even small employers must ensure hazard communication programs are current and accessible.

3. Ladders (1926.1053)

With 2,405 violations, ladder safety continues to be a problem across construction trades. Roofing again led the way, followed by framers and siding contractors.

OSHA requires ladders to be strong enough to support intended loads, free from slipping hazards and positioned properly. Common citations include using ladders at unsafe angles, overloading, or failing to remove damaged ladders from service. The fact that ladders remain a top-three violation highlights how everyday tools can still present serious risks when not used correctly.

4. Control of Hazardous Energy (Lockout/Tagout) (1910.147)

Lockout/Tagout recorded 2,177 violations, with plastic products manufacturers and machine shops topping the list.

The standard requires employers to establish energy control procedures that prevent machines from starting unexpectedly during servicing. Violations often involve missing lockout devices, inadequate training or failure to develop written procedures. OSHA emphasizes that controlling hazardous energy is critical: without it, workers face crushing, amputation or fatal injuries. Even industries less traditionally associated with heavy machinery are seeing citations, underscoring the importance of consistent LOTO programs.

5. Respiratory Protection (1910.134)

Respiratory protection slipped to fifth with 1,953 violations. The most common problem, Harbin said, was failing to provide medical evaluations for workers required to wear respirators.

The standard covers respirator selection, fit testing, medical clearance and training. Violations occur when employers fail to evaluate airborne hazards, use the wrong type of respirator, or neglect program administration. With hazards ranging from silica dust to chemical vapors, respiratory protection remains a cornerstone of OSHA compliance.

6. Fall Protection – Training Requirements (1926.503)

Training remains a weak spot, with 1,907 violations. Roofing again led the citations, and Harbin pointed out that the top issue was failing to provide any training at all.

The rule requires employers to ensure workers can recognize fall hazards and use fall protection systems properly. Employers must also certify training in writing and retrain workers as needed. Without this foundation, even the best fall protection equipment cannot be used effectively.

7. Scaffolding (1926.451)

Scaffolding ranked seventh with 1,905 violations, just two fewer than fall protection training. Industries most often cited included masonry, roofing, framing and siding.

OSHA's requirements include that scaffolds support at least four times the intended load and provide proper guardrails or fall arrest systems. Violations often involve incomplete guardrails, unsafe planking or lack of access ladders. Scaffolding remains one of construction's most hazardous activities, and the close margin with fall training means it could shift rankings when OSHA finalizes the fiscal year data.

8. Powered Industrial Trucks (1910.178)

Powered industrial trucks — including forklifts and lift trucks — accounted for 1,826 violations. The most frequent issue, Harbin noted, was employers not ensuring that operators were properly trained.

The standard covers vehicle design, maintenance and safe operation. Daily inspections, load limits and operator certification are required. Forklift-related incidents often cause serious injuries, making training and supervision critical to safe operation.

9. Personal Protective and Lifesaving Equipment – Eye and Face Protection (1926.102)

Eye and face protection violations totaled 1,665, with roofing again leading the way. "The number one reason was not providing protection at all," Harbin said.

The standard requires employers to provide appropriate PPE for hazards such as flying particles, liquid chemicals and radiation. OSHA mandates compliance with ANSI standards, and employers must ensure PPE fits comfortably, accommodates prescription lenses if needed, and is maintained in good condition. Despite relatively low cost and availability, noncompliance remains widespread.

10. Machine Guarding (1910.212)

Rounding out the list, machine guarding violations totaled 1,239. Harbin cited missing or inadequate guards at the point of operation as the most common problem.

The standard requires machines to have barriers that prevent access to moving parts, sparks or flying debris. Guards can be fixed, interlocked or adjustable. Too often, guards are removed for convenience or left unrepaired, exposing workers to serious hazards.

Understanding the Trends

As in past years, fall-related violations dominated, with roofing, framing and siding contractors recurring across multiple categories. But the list also shows risks in manufacturing, plastics and machine shops. Harbin emphasized that small businesses often make up a large share of citations because they lack in-house safety resources.

Importantly, the 2025 list is preliminary. An update on these Aug. 12 statistics is expected before the end of OSHA's Oct. 1-to-Sept. 30 fiscal year, according to Harbin. Harbin noted that rankings could shift slightly once final data are compiled, especially when it comes to the scaffolding and fall protection-training requirements, which are currently only separated by two violations.

A Path Forward

Also, the prevalence of the roofing industry unscored another important trend: that small businesses often want to comply but lack the resources. OSHA hopes to close that gap by promoting support programs.

To help smaller businesses address these hazards, OSHA works with state agencies to offer consulting programs to help employers improve compliance. Harbin closed his presentation with a reminder that free consultation programs are available, particularly for small businesses that want to do better but need guidance.

"These employers want to protect their workers," he said. "They have the ability, they have the desire, they just need the knowledge."

SAFETY AT EVERY LEVEL

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

Are you seeking to improve your workplace safety culture?

MJS Legacy Safety can help!
Give us a call!

OSHA's Head Protection Safety & Health Information Bulletin: What it means for PPE Selection



On April 12, 2024, the **Occupational Safety and Health Administration** issued an updated version of its “*Head Protection: Safety Helmets in the Workplace*” Safety and Health Information Bulletin (SHIB). This version includes updates to the previously issued version, released in November 2023, in order to help clarify some key points about head protection Types, Classes, and considerations when selecting a solution. According to OSHA “With a thorough understanding of the benefits and capabilities of head protection options, employers and workers can make informed decisions on selection and use.”

The SHIB states that “modern head protection, whether it’s a safety helmet or a hard hat, varies in styles and levels of protection, allowing employers and workers to choose head protection appropriate for the job.” This updated SHIB acknowledges that there can be compliance with OSHA’s head protection standards through ANSI Z89.1, meaning all of the hard hat Types and Classes described in the next section are compliant. The updated SHIB also notes that the range and variety of options allow employers and workers to select the appropriate head protection for their jobsite and application, while complying with the requirements of OSHA standards.

Head Protection Types and Classes Included in the SHIB

OSHA recognizes two Types (*impact*) and three Classes (*electrical*) of head protection.

These include:

- Type I head protection offering protection from impacts to the top of the head.
- Type II head protection offering protection from impacts to the top and sides of the head.
- Class G (General) head protection designed to help reduce exposure to low voltage conductors and proof tested at 2,200 volts (phase to ground).
- Class E (Electrical) head protection designed to help reduce exposure to higher voltage conductors and proof tested at 20,000 volts (phase to ground).
- Class C (Conductive) head protection which is not intended to provide protection against contact with electrical hazards.

The SHIB also notes that accessories including chinstraps, face shields, eye protection, and hearing protection may also be considered to address specific jobsite and application hazards.

How to Select Head Protection

While OSHA has determined that Type II, Class G safety helmets are the most appropriate type of head protection for its employees, OSHA recognizes that “based on their own Job Hazard Analysis, employers and workers may decide that another form of head protection is for them.” The SHIB includes considerations for choosing head protection for:

- Construction sites, especially those with high risks of falling objects and debris, impacts from equipment, awkward working positions, and/or slip, trip, and fall hazards
- Oil and gas, where workers face potential exposure to chemicals and severe impacts
- Working at height
- Electrical work or tasks that involve proximity to electrical hazards
- High- and low-temperature environments
- High visibility for construction and road work
- Specialized work environments that may require integrated face shields, hearing protection, or communication devices.

These considerations are based on specific applications. Because the hazards your team faces may vary, consider whether they would benefit from a head protection solution that is different from what has been highlighted in the SHIB.

Some important factors to keep in mind when conducting a Hazard Assessment include:

- Previous records of head injuries or near misses
- Impact and other risks, including falling objects, hitting or bumping the head, lateral impact, electrical shock, or chemical splash
- Job-related tasks and applications, such as working at height, confined space entry, climbing, or welding
- Environmental conditions such as electrical sources, extreme weather, or high noise

Additional factors to consider when **choosing head protection** may include **comfort and worker compliance** and your organization's **customization requirements** for PPE.

How to Inspect Head Protection

Head protection is **intended for single-use impact** protection, so it **may not retain** its full **effectiveness** after an incident. Any **hard hat** that has been **struck severely should** be immediately **removed from service** and replaced.

Inspecting your head protection prior to **each use and throughout** the day can help **ensure** that its protection capabilities are not **compromised**, even from what may **look like minor damage** or a **hairline crack**.

OSHA outlines **general inspection steps** and **storage guidelines** in the **updated SHIB**:

1. *Inspect the outer shell for cracks, dents, or other signs of damage.*
2. *Examine the suspension system (headband and chin strap) for wear and tear.*
3. *Check for labels and certification marks.*
4. *Examine accessories and attachments.*
5. *Check for proper fit.*
6. *Refer to the manufacturer's guidelines for recommended lifespan or guidance on when to take head protection out of service.*
7. *Clean and dry head protection before storing.*
8. *Maintain a record of each inspection, noting the date, any findings, and actions taken.*

DEADLINE IS MARCH 2ND

**Injury
Tracking
Application**



... 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.

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

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](#).

The Top OSHA Penalties of 2025

The [Occupational Safety and Health Administration](#) takes safety seriously, as it should. While some companies pay nothing for a standard violation, others are issued fines exceeding hundreds of thousands of dollars. In rare instances, they have spent over \$1 million.

The Consequences of Noncompliance

Noncompliance is expensive. As of 2025, **OSHA** charges [up to \\$16,550](#) per violation for serious or other-than-serious violations. For a failure to abate offense, it can fine companies \$16,550 daily after the abatement date. Willful or repeated offenses demonstrate deliberate disregard for employees' well-being, so they carry a maximum penalty of \$165,514 for each one. Since this federal agency cannot shut down entities after repeated violations, the fines increase dramatically. It only requests temporary shutdowns from the court in rare instances where a hazard poses imminent danger.

OSHA penalties are not meant to be devastating, but the fines should hurt. Noncompliance carries real risk, even when violating other-than-serious standards. Say a retail store does not provide sufficiently safe clearances in aisles and doorways where employees use hand trucks. If a fire breaks out, they may be unable to reach the exit, resulting in avoidable fatalities.

The Largest Fines

The year isn't over, but it will be difficult to top the most significant penalties of 2025. The **Top 10 OSHA violations** (through August 21) come from the regulator's [list of enforcement cases](#) with penalties exceeding \$40,000, the largest fines so far this year.

Learning an Expensive Safety Lesson

For most of these facilities, no single safety or health problem was their downfall. The transgressions ranged from unacceptable exposure to air contaminants to unguarded machinery. Many had numerous citations, including some of the most cited **OSHA** standards, which they should have been aware of and prevented.

The most expensive **OSHA** penalties of 2025 were often willful or repeat offenses. Despite being acutely aware of the consequences of noncompliance, they made the same mistake twice, and it cost them 10 times more.

They sometimes faced regulatory scrutiny because of a referral, routine inspection or on-the-job accident. However, some of the biggest fines resulted from investigations launched due to **OSHA** violations reporting. Employees who felt conditions were unsafe or unhealthful had submitted complaints.



Mitigation Strategies to Prevent Fines

Just because safety managers have the most common issues covered doesn't mean they will avoid fines. Many of the largest **OSHA** penalties of 2025 involved lesser-known standards like danger of contact with overhead power lines or the design and construction requirements for exit routes.

These examples demonstrate the importance of comprehensive safety planning. Professionals' future mitigation strategies should involve a multipronged approach covering training, audits and **OSHA** violations reporting.

Robust Safety Training: *Safety personnel should develop training based on the most cited **OSHA** standards. Take [29 CFR 1926.503](#), for example. Construction workers must utilize fall protection systems when working from elevated platforms. Other best practices include limiting operations to trained personnel and ensuring loads are within equipment weight limits.*

Near-Miss Reporting: *To avoid unexpected **OSHA** violations reporting, professionals should develop a near-miss documentation system. Identifying hidden health and safety trends early on can prevent minor problems from snowballing.*

Routine Safety Audits: *Sometimes, people knowingly neglect safety standards. For instance, in construction, over 62% of workers will work at heights requiring fall protection equipment, but just 31% will wear protective harnesses and helmets. Audits are essential to ensure training is effective and compliance is consistent.*

Anonymous Feedback: ***OSHA** is a relatively small federal regulator, employing just 1,850 inspectors to ensure the health and safety of approximately 130 million working adults. In the 2024 fiscal year, it conducted 34,696 inspections. The most cited **OSHA** standards included fall protection, hazard communication, lockout/tagout procedures, ladders and respiratory protection.*

Compliance officers cannot detect every offense, so some employers feel safe bending the rules. However, it only takes one complaint to catch their attention. Safety personnel should offer anonymous feedback channels so staff feel comfortable sharing their concerns internally.

Diligently Preventing OSHA Citations

Even the most diligent team members make mistakes. Fortunately, the Top 10 OSHA violations examples demonstrate that the most expensive ones often involve willful repeat offenses. Safety personnel can prevent OSHA penalties in 2025 and beyond as long as they are diligent.

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.



Job Safety and Health: It's the Law Workplace Poster

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

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

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

FREE Job Safety and Health: It's the Law Workplace 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)

FMCSA Temporary Waiver Granted

Supports National Registry II Transition
Waiver effective through
October 12, 2025

Announcement – [See update below](#)

Monday, July 14, 2025 — **FMCSA** granted a waiver allowing interstate commercial driver's license (CDL) holders, commercial learner's permit (CLP) holders, and motor carriers to continue relying on paper copies of medical examiner's certificates as proof of drivers' medical certification for up to 15 days after the date the medical examiner's certificate is issued. The waiver was in effect until October 12, 2025, and a copy of the waiver is available on [FMCSA's website](#).

On Aug 21, **FMCSA** modified that waiver: CDL and CLP holders, along with motor carriers, may now rely on the paper certificate for up to **60 days after the date it was issued**. This update provides drivers and carriers additional flexibility while ensuring compliance with medical certification requirements.
Read more on [FMCSA's website](#)

Through this waiver, **FMCSA** recognizes that some drivers may face delays as certified medical examiners and State Driver's Licensing Agencies transition from the paper-based process to the secure, electronic transmission of driver medical certification information under the Medical Examiner's Certification Integration (NRII) final rule. **FMCSA** has determined that it is in the public interest to issue a waiver so that drivers with valid medical certification and their employers are not negatively impacted for delays outside of their control during the transition to NRII.

In addition, **FMCSA** has issued a recommendation to certified medical examiners that, in addition to submitting physical qualification examination results electronically, they continue to issue drivers a paper medical examiner's certificate during this period of transition to NRII.

For additional information and resources on NRII, please visit **FMCSA's** [NRII Learning Center](#). In addition, **FMCSA** has issued guidance with recommendations for medical examiners, drivers, and motor carriers on procedures for drivers licensed in States that have not yet implemented NRII, available on [FMCSA's website](#).

Safety Blitz Leads to Trucker Arrests, Including One ELP Violation

A joint safety operation conducted by the Wyoming Highway Patrol and Colorado State Patrol resulted in the arrests of several commercial vehicle drivers.

The commercial carrier safety operation was conducted on U.S. Highway 287 at the Wyoming-Colorado state line near Laramie, Wyo.

According to the law enforcement agencies, 82 commercial vehicles were inspected to ensure compliance with federal safety regulations and that drivers were operating legally.

The inspections led to 16 drivers and 24 vehicles being placed out of service. There were four arrests made and one marijuana citation.

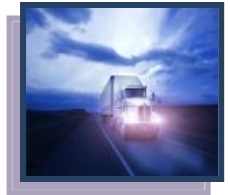
Wyoming troopers arrested three commercial drivers for repeat offenses, the Wyoming Highway Patrol said. Two of the arrests were for repeated offenses of driving without a CDL, and another arrest was made following repeated violations of English-proficiency requirements.

Additionally, the Colorado State Patrol made an arrest due to a statewide warrant.

“The Wyoming Highway Patrol takes commercial vehicle safety seriously,” the agency said on social media. “Being put out of service is done to ensure the safety of everyone using our roadways. When a driver is found to be operating while not complying with critical FMCSA regulations, along with repeat violations like ELP, the driver may be arrested.”

The Wyoming Highway Patrol also noted that many commercial drivers pass inspections without violations and extended its thanks to these drivers for “working so hard to be safe on the road and keep our state and our nation moving.”

Bill Would Relaunch ‘Floundering’ Under-21 Trucker Apprenticeship



After the initial under-21 commercial driver apprenticeship program drew underwhelming numbers, lawmakers in the House want to make some tweaks.

Rep. Rick Crawford, R-Ark., recently reintroduced the Developing Responsible Individuals for a Vibrant Economy (DRIVE) Safe Act. [HR5563](#) aims to introduce 18- to 20-year-olds to interstate trucking. Currently, 21 is the minimum age for commercial drivers to cross state lines. Intrastate truckers can start at 18.

Citing a driver shortage, proponents of the bill have said that lowering the age is necessary to attract a new generation of drivers to trucking. However, [multiple studies over the years have indicated that there is no driver shortage](#). For instance, a 2024 study from the National Academies of Sciences said that the idea of a driver shortage goes against the basic economic principles of supply and demand.

Still, the driver-shortage narrative led to the creation of the under-21 apprenticeship program in the 2021 Infrastructure Investment and Jobs Act.

FMCSA’s Apprenticeship Pilot Program for truckers

The Federal Motor Carrier Safety Administration announced the creation of the pilot program in January 2022. Since then, the numbers have never been good.

In April 2024, it was reported that [FMCSA had received only 113 applications from motor carriers](#). Only 34 of those carriers had been fully approved to participate in the program. According to the report, 36 applications were rejected for failing to complete registration. The program was set up to accommodate 1,000 motor carriers and 3,000 under-21 drivers.

As of the end of 2025’s second quarter, [FMCSA reported](#) that it had received 211 motor carrier applications and that 62 had been approved. Meanwhile, only 80 applications had been received from apprentice drivers. Out of those, only 42 completed both probationary periods of the program.

[The American Trucking Associations has blamed the lack of participation on certain requirements in the program, such as driver-facing cameras.](#)

DRIVE Safe Act

Crawford said that [HR5563](#) “simplifies” the under-21 apprenticeship program. The proposed program would have probationary periods of 120 hours and 280 hours. The updated version would not have driver-facing cameras but would require forward-facing cameras, automatic emergency braking systems, automatic transmissions and a CDL holder – who is at least 26 years old and has two years of experience – on board.

The DRIVE Safe Act currently has [twelve co-sponsors](#).

CVSA Releases 2025 International Roadcheck Results

Commercial motor vehicle enforcement personnel in Canada, Mexico and the U.S. conducted 56,178 commercial motor vehicle, driver and cargo inspections on May 13-15 as part of the **Commercial Vehicle Safety Alliance's (CVSA) 72-hour International Roadcheck** inspection, enforcement and data-gathering initiative. Most of the vehicles (81.6%) and drivers (94.1%) inspected did not have any out-of-service (OOS) violations.

Conversely, inspectors discovered 13,553 vehicle, 3,317 driver and 177 hazardous materials/dangerous goods (HM/DG) out-of-service violations, and placed 10,148 commercial motor vehicles and 3,342 drivers out of service. The vehicle out-of-service rate was 18.1% and the driver out-of-service rate was 5.9%. Meaning, those drivers and/or vehicles were restricted from further travel until all out-of-service violations were resolved.



CVSA Decals

Inspectors affixed 16,521 [CVSA decals](#) to power units, trailers and motorcoaches/buses during **International Roadcheck**. A **CVSA** decal is placed on a commercial motor vehicle or each vehicle in a combination after a certified inspector has confirmed, by completing a Level I or V Inspection, that the vehicle did not have critical vehicle inspection item violations.

Note: Mexico does not distribute **CVSA** decals; therefore, decal distribution data below is for Canada and the U.S.

Table 1 – Decal Distribution by Vehicle Type – U.S. and Canada

| Vehicle Type | U.S. | Canada | U.S. and Canada Combined |
|--------------------|---------------|--------------|--------------------------|
| Power Units | 9,206 | 2,205 | 11,411 |
| Trailers | 3,772 | 1,271 | 5,043 |
| Buses/Motorcoaches | 66 | 1 | 67 |
| Total | 13,044 | 3,477 | 16,521 |

Driver and Vehicle Focus Areas

Each year, **International Roadcheck** places special emphasis on a driver violation category and a vehicle violation category to highlight those aspects of the **North American Standard Inspection** process. This year, the vehicle focus was tires and the driver focus was false records of duty status (RODS).

Inspectors identified 2,899 tire-related out-of-service vehicle violations, the second most-cited out-of-service vehicle violation, after brake systems. Tire violations accounted for 21.4% of all vehicle out-of-service violations. Examples of tire violations include flat tires, insufficient tread depth, severe cuts exposing cord ply or other damage resulting in bulges, improper repairs, or tires not rated for the load being carried or not rated for highway use, etc.

According to the U.S. **Federal Motor Carrier Safety Administration's (FMCSA)** roadside inspection violation [data](#) for 2025, "Tires – All others, leaking or inflation less than 50% of the maximum inflation pressure" was the fourth most-cited violation, accounting for 65,184 vehicle violations nationwide, as of Aug. 29.

Tires are critical for vehicle safety and compliance and roadway safety. Checking tires is part of a driver's pre- and post-trip inspections and a devoted portion of the vehicle inspection process for a certified commercial motor vehicle inspector. Tires in poor condition can rupture, causing loss of control, vehicle rollovers or debris hazards on the road.

Ten percent (332) of all driver out-of-service violations were for false logs/RODS. Falsifying logs is a serious violation. It conceals the real hours a driver has been driving or on duty, which directly impacts safety, compliance and trust. According to **FMCSA's** 2025 roadside inspection violation [data](#), there were 6,823 "False report of driver's record of duty status" driver violations nationwide, as of Aug. 29.

Vehicle Violations

North American Standard Level I, II and V Inspections are the inspection types that involve inspections of commercial motor vehicles. Of the 44,435 Level I, II and V Inspections conducted, 13,553 out-of-service vehicle violations were discovered and 10,064 vehicles or combinations (22.6%) were placed out of service. A vehicle is placed out of service when an inspector identifies an out-of-service violation, as detailed in **CVSA's North American Standard Out-of-Service Criteria**.

The top vehicle out-of-service violation in North America was for brakes. Inspectors identified 3,304 out-of-service brake system violations, 24.4% of all vehicle out-of-service violations. In addition, the third most-cited (2,257) vehicle out-of-service violation was for 20% defective brakes, which is when 20% or more of the vehicle's (or combination of vehicles) brakes have an out-of-service condition. Combined, there were 5,561 brake-related out-of-service violations (brake systems and 20% defective brakes), accounting for 41.1% of out-of-service vehicle violations.

Table 2 – Top Five Vehicle OOS Violations – North America

| | Vehicle Violation Category | # of OOS Vehicle Violations | % of OOS Vehicle Violations |
|---|----------------------------|-----------------------------|-----------------------------|
| 1 | Brake Systems | 3,304 | 24.4% |
| 2 | Tires | 2,899 | 21.4% |
| 3 | 20% Defective Brakes | 2,257 | 16.7% |
| 4 | Lights | 1,737 | 12.8% |
| 5 | Cargo Securement | 1,549 | 11.4% |

Table 3 – Top Five Vehicle OOS Violations – U.S.

| | Vehicle Violation Category | # of OOS Vehicle Violations | % of OOS Vehicle Violations |
|---|----------------------------|-----------------------------|-----------------------------|
| 1 | Brake Systems | 2,777 | 24.0% |
| 2 | Tires | 2,707 | 23.4% |
| 3 | 20% Defective Brakes | 1,789 | 15.4% |
| 4 | Lights | 1,611 | 13.9% |
| 5 | Cargo Securement | 1,256 | 10.8% |

Table 4 – Top Five Vehicle OOS Violations – Canada

| | Vehicle Violation Category | # of OOS Vehicle Violations | % of OOS Vehicle Violations |
|---|----------------------------|-----------------------------|-----------------------------|
| 1 | Brake Systems | 511 | 26.3% |
| 2 | 20% Defective Brakes | 468 | 24.1% |
| 3 | Cargo Securement | 293 | 15.1% |
| 4 | Tires | 184 | 9.5% |
| 5 | Lights | 123 | 6.3% |

Table 5 – Top Five Vehicle OOS Violations – Mexico

| | Vehicle Violation Category | # of OOS Vehicle Violations | % of OOS Vehicle Violations |
|---|----------------------------|-----------------------------|-----------------------------|
| 1 | Brake Systems | 16 | 47.1% |
| 2 | Tires | 8 | 23.5% |
| 3 | Other Vehicle Violations | 4 | 11.8% |
| 4 | Lights | 3 | 8.8% |
| 5 | Fuel Systems | 1 | 2.9% |

Driver Violations

North American Standard Level I, II and III Inspections are the inspection types that involve inspections of commercial motor vehicle drivers. Of the 54,953 Level I, II and III Inspections conducted, 3,342 drivers (6.1%) were placed out of service. Examples of driver out-of-service violations, according to the [CVSA's North American Standard Out-of-Service Criteria](#), include hours-of-service infractions, licensing issues, driving under the influence of drugs or alcohol, falsified logbooks or supporting documents, etc.

The top driver out-of-service violation in all three countries of the Alliance – Canada, Mexico and the U.S. – was for hours of service, accounting for 32.4% (1,076) of all driver out-of-service violations. Federal hours-of-service restrictions are in place to prevent fatigue-related crashes and to safeguard professional drivers' health, safety and wellness.

Note: Mexico's out-of-service violations were all vehicle violations (see above); therefore, the reported driver out-of-service violations are for Canada and the U.S.

Table 6 – Top Five Driver OOS Violations – Canada and U.S. Combined

| | Driver Violation Category | # of OOS Driver Violations | % of OOS Driver Violations |
|---|--|----------------------------|----------------------------|
| 1 | Hours of Service | 1,076 | 32.4% |
| 2 | No Commercial Driver’s License (CDL) | 810 | 24.4% |
| 3 | No Medical Card | 493 | 14.9% |
| 4 | False Logs | 332 | 10.0% |
| 5 | Suspended Driver’s License/ Commercial Driver’s License (DL/CDL) | 170 | 5.1% |

Table 7 – Top Five Driver OOS Violations – U.S.

| | Driver Violation Category | # of OOS Driver Violations | % of OOS Driver Violations |
|---|---------------------------|----------------------------|----------------------------|
| 1 | Hours of Service | 992 | 31.6% |
| 2 | No CDL | 808 | 25.7% |
| 3 | No Medical Card | 493 | 15.7% |
| 4 | False Logs | 286 | 9.1% |
| 5 | Suspended DL/CDL | 160 | 5.1% |

Table 8 – Top Five Driver OOS Violations – Canada

| | Driver Violation Category | # of OOS Driver Violations | % of OOS Driver Violations |
|---|---------------------------|----------------------------|----------------------------|
| 1 | Hours of Service | 84 | 48.6% |
| 2 | False Logs | 46 | 26.6% |
| 3 | No CDL | 15 | 8.7% |
| 4 | Suspended DL/CDL | 10 | 5.8% |
| 5 | Endorsement/Restriction | 9 | 5.2% |

Seat Belt Violations

During **International Roadcheck**, 726 seat belt violations were issued. According to [FMCSA](#), 14% of commercial motor vehicle drivers do not wear their seat belt. The U.S. National Highway Traffic Safety Administration states that wearing a seat belt is the single most effective thing drivers and passengers can do to protect themselves in a crash. Seat belts saved an estimated 14,955 lives and could have saved an additional 2,549 people if they had been wearing seat belts, in [2017](#) alone.

Hazardous Materials/Dangerous Goods Violations

The top HM/DG out-of-service violation was for loading. There were 51 out-of-service loading violations, accounting for 28.8% of all HM/DG out-of-service violations. Loading and securement requirements prevent cargo/goods/materials from moving in a manner that would cause damage to the package resulting in leaking, spilling, etc. This is especially important when it comes to the transportation of HM/DG.

Table 9 – Top Five HM/DG Violations – Canada and U.S.

| | HM/DG Violation Category | # of OOS HM/DG Violations | % of OOS HM/DG Violations |
|---|--------------------------|---------------------------|---------------------------|
| 1 | Loading | 51 | 28.8% |
| 2 | Shipping Papers | 36 | 20.3% |
| 3 | Placards | 32 | 18.1% |
| 4 | Training Certification | 30 | 16.9% |
| 5 | Markings | 13 | 7.3% |

Table 10 – Top Five HM Violations – U.S.

| | HM Violation Category | # of OOS HM Violations | % of OOS HM Violations |
|---|-----------------------|------------------------|------------------------|
| 1 | Loading | 49 | 43.0% |
| 2 | Placards | 29 | 25.4% |
| 3 | Shipping Papers | 26 | 22.8% |
| 4 | Bulk Package | 6 | 5.3% |
| 5 | Markings | 3 | 2.6% |

Table 11 – Top Five DG Violations – Canada

| | DG Violation Category | # of OOS DG Violations | % of OOS DG Violations |
|---|------------------------|------------------------|------------------------|
| 1 | Training Certification | 30 | 47.6% |
| 2 | Markings | 10 | 15.9% |
| 3 | Shipping Papers | 10 | 15.9% |
| 4 | Bulk Package | 5 | 7.9% |
| 5 | Placards | 3 | 4.8% |
| 6 | Package Integrity | 3 | 4.8% |

The transportation of HM/DG demands rigorous training and heightened compliance requirements. For motor carriers and drivers, safely transporting HM/DG is imperative to the safety of the driver, the public and the environment. For inspectors, inspecting vehicles transporting HM/DG is a complex and detailed process that involves safely looking for leaking materials or unsecured HM/DG cargo, and verifying shipping papers, placarding, marking, labeling, packaging and loading compliance.

Inspections

Inspectors conducted 56,178 Level I, II, III and V Inspections during the three days of **International Roadcheck**.

Table 12 – Vehicle and Driver OOS Numbers and Rates by Inspection Level

| Level | # Inspections | # Vehicles OOS | % Vehicles OOS | # Drivers OOS | % Drivers OOS |
|-----------|---------------|----------------|----------------|---------------|---------------|
| Level I | 30,060 | 7,289 | 24.2% | 1,706 | 5.7% |
| Level II | 13,150 | 2,745 | 20.9% | 935 | 7.1% |
| Level III | 11,743 | 84 | 0.7% | 701 | 6.0% |
| Level V | 1,225 | 30 | 2.4% | 0 | 0.0% |

The Level I Inspection is a 37-step procedure that checks the driver’s operating credentials and the vehicle’s components. It is the most commonly performed inspection, not only during **International Roadcheck**, but throughout the year. However, there are several other inspection levels that an inspector may conduct. For example, an inspector may conduct a Level II Inspection, which includes the portions of an inspection that do not involve the inspector physically getting under the vehicle.

The Level III Inspection is an inspection of the driver’s credentials, status in the [Drug and Alcohol Clearinghouse](#), and hours-of-service records. Another option is a Level V Inspection, which is a vehicle-only inspection and does not need a driver to be present.

In all, there are eight [inspection levels](#), including the levels stated above, which range from the strict inspection of radioactive materials by a specially certified inspector to electronic inspections that can be conducted while the vehicle is motion without direct interaction with an enforcement officer.

International Roadcheck, CVSA’s annual three-day commercial motor vehicle inspection snapshot, plays a critical role in roadway safety. Inspectors focus on driver operating requirements and vehicle mechanical fitness, ensuring only safe commercial motor vehicles and drivers are on the road.

Since its inception in 1988, more than 1.8 million roadside inspections have been conducted during **International Roadcheck**. For this year’s initiative, approximately 13 vehicles per minute were inspected throughout North America.

OOIDA Urges Congress to Prioritize Safety Over 'Cheap Labor'

Group warns certain regulatory policies and proposals are contributing to driver turnover



Key Takeaways:

The **Owner-Operator Independent Drivers Association** has called on Congress to immediately eliminate what it deems “*unsafe*” **Commercial Driver’s License (CDL) exemptions and waivers**, warning that they **undermine safety and contribute to driver turnover** in an industry already **suffering** from a prolonged freight recession.

In a **letter sent** on Tuesday, Oct. 21st to **House and Senate transportation committee** leaders, the **group**, which represents **small-business truckers**, emphasized that **strengthening training and qualification protocols** is the **necessary path forward**, not **relaxing standards**.

OOIDA called out specifically the **Federal Motor Carrier Safety Administration’s** practice of **granting waivers** from a rule that requires a **Commercial Learner’s Permit (CLP)** holder to be accompanied at all times by a **valid CDL holder** who is physically present in the front seat of the cab.

“**OOIDA** has consistently opposed such waivers for individual motor carriers, but **FMCSA** is now considering a proposed rulemaking to remove the front-seat requirement altogether for **CLP Holders** who have passed the skills test,” the group stated, referring to a rule which **FMCSA** plans to roll out as a [final rule in May 2026](#).

The proposed rule, “**Increased Flexibility for Testing and for Drivers after Passing the Skills Test**,” was backed by the **American Trucking Associations** but [received heavy opposition](#) from **truck owner-operators** and **safety advocates**.

The rule would loosen current CDL testing regulations by:

- *Allowing CLP holders who have passed the CDL skills test to operate a truck without having a CDL holder in the passenger seat.*
- *Expanding CDL applicants’ ability to take a skills test in a state other than the state in which they live.*
- *Eliminating the requirement that an applicant wait at least 14 days after being issued a CLP to take the CDL skills test.*

The rule as proposed “**fails to explain how the CLP holder will be adequately mentored if the CDL holder is not in the passenger seat**,” **OOIDA** argued in its letter to Congress. “**Given the minimum nature of current Entry-Level Driver Training (ELDT) standards, inexperienced drivers will face countless conditions, scenarios, and other challenges they had absolutely no training for during their first months and even years on the road.**”

In addition to pushing back on exemptions and waivers from certain **FMCSA** regulations, **OOIDA** submitted several other recommendations to the **transportation committees** as they **develop highway bill** reauthorization legislation, including **enforcing English language proficiency rules**, ensuring integrity in **issuing non-domiciled CDLs**, and **bolstering ELDT standards**.

The group’s **safety concerns** are set against the backdrop of a **trucking industry** in which **too many truckers** are **chasing too little freight**, “**which has helped drive the longest-running freight recession in decades**,” **OOIDA** asserted.

“**To be clear, there is no ‘driver shortage’ in trucking. Instead, there is tremendous driver turnover as under-trained drivers are put into a new job they are unprepared for.**”

Policies and legislation such as the **Drive Safe Act**, a bill pending in the **House** that would remove **CDL restrictions for drivers under age 21**, are addressing a **driver shortage** that never existed, **OOIDA** insists.

“**In reality, those supporting these policies simply want to maintain a steady flow of cheap labor. Rather than making it easier for unsafe drivers to enter our industry, Congress should take aggressive action that will strengthen training, licensing, and qualification protocols for commercial truck drivers.**”

FMCSA Removes ~~Five~~ ... now Six more Electronic Logging Devices from Registered List

REVOKED

On October 17th, the U.S. Department of Transportation's **Federal Motor Carrier Safety Administration (FMCSA)** removed five electronic logging devices (ELDs) from the agency's list of devices. These devices were placed on **FMCSA's Revoked Devices** list due to the companies' failure to meet the minimum requirements established in [Title 49 CFR Appendix A to Subpart B of Part 395](#).



The removal is effective **October 17, 2025** for the following devices:

- ELD Provider: ART KILIM INC, ELD Name: PREMIUM ELD, Model Number: PMM, ELD Identifier: PMM492
- ELD Provider: Clean Aura Corp, ELD Name: TRUE LOGBOOK, Model Number: 2TRUL, ELD Identifier: TRL584
- ELD Provider: Xplore Tech Inc, ELD Name: Xplore ELD, Model Number: XPLELD, ELD Identifier: XPLORE
- ELD Provider: KAMI ELD, ELD Name: KAMI ELD, Model Number: KAME-X456, ELD Identifier: KAM683
- ELD Provider: Evo ELD Inc., ELD Name: EVO ELD, Model Number: EVO, ELD Identifier: G711H2

And effective October 23, 2025.....

- ELD Provider: Phoenix ELD, ELD Name: PHOENIX ELD, Model Number: PHOELD, ELD Identifier: PRS973

Motor carriers have up to 60 days to replace the revoked ELD with a compliant ELD. **FMCSA** will send an industry-wide email to inform motor carriers that anyone using these revoked ELDs must take the following steps:

1. Discontinue using the revoked ELD and revert to paper logs or logging software to record required hours of service data.
2. Replace the revoked ELD with a compliant ELD from the [Registered Devices list](#) before December 16, 2025.

Prior to December 16, 2025, safety officials are encouraged not to cite drivers using this revoked ELD for [395.8\(a\)\(1\)](#) – “No record of duty status” or [395.22\(a\)](#) – “Failing to use a registered ELD.” Instead, safety officials should request the driver's paper logs, logging software, or use the ELD display as a back-up method to review the hours of service data.

Beginning December 16, 2025, motor carriers who continue to use the revoked devices listed above will be considered as operating without an ELD. Safety officials who encounter a driver using a revoked device on or after December 16, 2025 should cite [395.8\(a\)\(1\)](#), and place the driver out-of-service (OOS) in accordance with the [Commercial Vehicle Safety Alliance OOS Criteria](#).

If the ELD provider corrects all identified deficiencies for its device, **FMCSA** will place the ELD back on the list of registered devices and inform the industry of the update.

However, **FMCSA** strongly encourages motor carriers to take the actions listed above now to avoid compliance issues in the event that the deficiencies are not addressed by the ELD provider.

For more information on ELDs, visit [FMCSA's ELD website](#).

The **FMCSA** announced recently it would take a tougher stance on vetting [Electronic Logging Device](#) providers due to concerns about data manipulation. This follows several recent revocations of ELDs from the registered devices list because the companies failed to meet minimum requirements, and the agency is enhancing its vetting process to ensure devices are compliant and secure.



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.

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!

CVSA RELEASES 2025 OPERATION SAFE DRIVER WEEK RESULTS

Operation Safe Driver Week 2025 took place from July 13-19

Law enforcement officers in Canada and the U.S. pulled over 8,739 vehicles during this year's **Operation Safe Driver Week**. Officers issued 2,504 tickets/citations and 3,575 warnings to commercial motor vehicle (CMV) and passenger vehicle (PV) drivers for unsafe driving infractions.

Operation Safe Driver Week is the **Commercial Vehicle Safety Alliance's** (CVSA) annual, seven-day safe-driving initiative aimed at improving drivers' behaviors through traffic-enforcement strategies, interactions with law enforcement, and outreach and awareness campaigns. CVSA's jurisdictions devote time, personnel and resources to this driver safety initiative because driving behaviors, such as speeding, distracted driving, aggressive driving, etc., are a top cause of roadway crashes.



From July 13 to 19, officers issued 3,230 warnings and 1,839 tickets/citations to commercial motor vehicle drivers, and 345 warnings and 665 tickets/citations to passenger vehicle drivers for various unsafe driving behaviors.

Reckless/Careless/Inattentive Driving

A total of 20 citations and 53 warnings were given to drivers for reckless/careless/inattentive driving, the focus for this year's **Operation Safe Driver Week**. Broken out by driver type, 12 citations and 47 warnings were given to commercial motor vehicle drivers, and eight citations and six warnings were given to passenger vehicle drivers.

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

Speeding

Speeding was the top infraction during **Operation Safe Driver Week**. A total of 1,249 warnings and 917 citations/tickets were issued for speeding, with commercial motor vehicle drivers receiving 1,073 warnings and 491 tickets/citations, and passenger vehicle drivers receiving 176 warnings and 416 citations/tickets for speed-related infractions.

Drivers who speed have less time to notice and respond to roadway hazards, such as pedestrians or slowed traffic. It's also harder to steer safely around obstacles or in poor weather, and higher speeds mean greater impact during a collision, which makes a crash more deadly or likely to cause catastrophic injury.

In 2023, speeding killed 11,775 people and was a contributing factor in 29% of all traffic fatalities in the U.S. In Canada, in 2023, there were 1,964 roadway fatalities, and speeding was cited as the leading contributing factor (25%).

Failure to Wear a Seat Belt

Another top violation during **Operation Safe Driver Week** was failure to wear a seat belt. A total of 219 warnings and 264 tickets/citations were issued. Commercial motor vehicle drivers received 204 warnings and 248 tickets/citations for not wearing their seat belt. Passenger vehicle drivers were given 15 warnings and 16 tickets/citations for failure to wear a seat belt.

Nearly 9% of drivers in the U.S. do not wear their seat belt. When it comes to commercial motor vehicle drivers specifically, an estimated 14% do not wear their seat belt. In Canada, in 2023, approximately 33% of drivers and 32% of passengers were not wearing a seatbelt during a fatal crash.

According to the **U.S. National Highway Traffic Safety Administration**, wearing a seat belt is the single most effective thing drivers and passengers can do to protect themselves in a crash. Being buckled up during a crash helps keep everyone safe and secure inside the vehicle. Seat belts saved an estimated 14,955 lives and could have saved an additional 2,549 people if they had been wearing seat belts, in 2017 alone.

Texting, Using a Handheld Device

Texting or using a handheld device was another frequently cited violation. A total of 129 warnings and 116 tickets/citations were issued to drivers who were texting or using a mobile device while driving. Passenger vehicle drivers received 22 warnings and 37 tickets/citations for texting/using a handheld device while behind the wheel. Commercial motor vehicle drivers received 107 warnings and 79 tickets/citations for texting/using a handheld device while operating a commercial motor vehicle.

Texting while driving is one of the most dangerous forms of distracted driving because it combines visual, manual and cognitive distractions all at once. Distraction impairs performance and reduces a driver's awareness. It makes drivers slower to notice and less able to safely respond to critical events on the road. In fact, studies show that the impairments associated with using a cell phone while driving can be as profound as those associated with driving while impaired.

In the U.S., distracted driving claimed 3,275 lives in 2023, and in Canada, distracted driving contributed to an estimated 22.5% of fatal collisions.

Possession/Use/Under Influence of Drugs/Alcohol

Fourteen commercial motor vehicle drivers received warnings and 22 were issued citations for possession/use/under influence of drugs/alcohol. Four passenger vehicle drivers received warnings and five received citations for possession/use/under influence of drugs/alcohol. Combined, 18 drivers received warnings and 27 were given a ticket/citation for possession/use/under influence of drugs/alcohol.

Driving under the influence of prescribed or illegal drugs or alcohol impairs the brain and body functions needed to operate a vehicle safely. Effects include slower reflexes and reaction time, decreased coordination, poor judgement, blurred vision and/or dizziness, etc., all of which increase the risk of crashes, injuries and fatalities.

About 1 million arrests are made in the U.S. each year for driving under the influence of alcohol and/or drugs. In Canada, police reported 71,602 incidents of impaired driving in 2023.

In the U.S., commercial driver's license (CDL) holders and commercial learner's permit (CLP) holders with drug and alcohol program violations are identified in **FMCSA's Drug and Alcohol Clearinghouse**. **CDL holders with "prohibited" status in the clearinghouse have lost their CDL or CLP and must complete the return-to-duty process to become eligible to have their license reinstated.** More than 346,000 violations have been reported to the **Clearinghouse** since its inception on Jan. 2, 2020, to Aug. 6, 2025.

Other Violations

| Violation Description | Warnings | | | Citations | | |
|---|-----------|------------|-------|-----------|------------|-------|
| | PV Driver | CMV Driver | Total | PV Driver | CMV Driver | Total |
| Failure to obey traffic control device | 25 | 549 | 574 | 42 | 254 | 296 |
| Failure to stop at railroad grade (RR) crossing | N/A | 2 | 2 | N/A | 0 | 0 |
| Failure to yield right of way | 0 | 14 | 14 | 1 | 3 | 4 |
| Following too closely | 4 | 44 | 48 | 3 | 21 | 24 |
| Improper lane change | 13 | 91 | 104 | 10 | 21 | 31 |
| Improper passing | 4 | 26 | 30 | 7 | 18 | 25 |
| Improper turn | 3 | 13 | 16 | 1 | 5 | 6 |
| Operating a CMV while ill or fatigued | N/A | 12 | 12 | N/A | 5 | 5 |
| Using/equipping CMV with radar/laser detector | N/A | 32 | 32 | N/A | 34 | 34 |

Outreach and Awareness

In addition to traffic stops, another important aspect of the **Operation Safe Driver Week** campaign is raising awareness of the dangers of unsafe driving behaviors in an effort to dissuade such behaviors.

CVSA mailed nearly 70,000 **Operation Safe Driver Week** postcards to inspectors and motor carriers for distribution in the weeks leading up to and during **Operation Safe Driver Week**.

CVSA worked with the **Paramount/CBS** network to educate passenger vehicle drivers about safely sharing the roads with large trucks. The campaign included videos, digital ad banners, and video and static awareness ads, which were featured on websites, social media and **CBS's** digital streaming channels. The digital campaign delivered more than 15 million campaign impressions.

Human Trafficking Education

In addition, the identification and prevention of human trafficking is a priority for law enforcement jurisdictions throughout North America. During this year's **Operation Safe Driver Week**, participating jurisdictions reported conducting 1,681 awareness and educational activities to raise awareness of the crime of human trafficking, indicators to look for and what to do when a victim of human trafficking has been identified.

Operation Safe Driver Week and Program

The Operation Safe Driver Program, part of **CVSA's** transportation safety programs, was created to reduce the number of crashes involving commercial motor vehicles and passenger vehicles due to unsafe driving behaviors.

Through initiatives like **Operation Safe Driver Week**, law enforcement jurisdictions, the motor carrier industry and federal agencies work together toward the same goal – preventing crashes, injuries and fatalities on North America's roadways.

The next Operation Safe Driver Week is scheduled for July 12-18, 2026.

Lawmakers Propose Changes to Seasonal Agriculture CDL - H.R.4601

A new bill in Congress could change how farm workers get seasonal truck licenses. On July 22, 2025, Rep. Tracey Mann (R-KS) introduced the [Seasonal Agriculture CDL Modernization Act](#). The bill has 16 co-sponsors. Many agricultural truck driver groups support it.

This bill focuses on restricted CDLs used in farm work. It also updates rules about which farm vehicles need a CDL.

The bill would give the U.S. Department of Transportation one year to create new rules. These rules would let states offer online renewals and applications for the [Seasonal Agriculture CDL](#).

Today, many states only use in-person systems. Supporters say online options would save time. They believe it would help during planting and harvest seasons.

The bill also clears up [rules about farm vehicles](#). It says that implements of husbandry—like tractors or other farm tools—should not be counted as commercial motor vehicles.

This change could help drivers. It means common farm machines would not count against weight limits. That may reduce how many of drivers need a full CDL.

Rep. Mann also spoke about the number of drivers in rural areas. He shared reports from the ATA saying that the U.S. may be short by 115,000 truck drivers by the end of 2025. Not everyone agrees with these reports. Many in the trucking industry believe that the issue is related to truck driver retention as opposed to an actual truck driver shortage. The bill does not appear to take a side. Rather, it aims to make the license process smoother for farm drivers.

As of early August 2025, the bill is still in the early stages. It has gone to the House Committee on Transportation and Infrastructure. A vote has not yet been set.

Supporters hope for quick action. They want changes in place before the next farming season. More lawmakers have signed on since it was first introduced.

What Seasonal Agriculture CDL Changes Could Mean

If the bill becomes law, here's what may happen:

- *States could offer online renewals for farm CDLs*
- *Fewer farm vehicles would need full CDLs*
- *Seasonal drivers could get on the road faster*

The [Seasonal Agriculture CDL Modernization Act](#) aims to make things easier for farm drivers. It could reduce delays and help keep the agriculture supply chain moving.



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.



Safety Alert

Contract Truck Drivers

Since 2020, there have been 129 accidents involving contract truck drivers. These accidents have resulted in five fatalities and 99 lost time injuries.

Best Practices

- **Maintain control while operating mobile equipment.** *Never exceed a vehicle's design capabilities, operating ranges, load limits, and safety features.*
- **Establish a site-specific traffic plan** to include traffic routes, speed limits, and access points. *Train miners to follow all traffic controls.*
- **Always wear seatbelts** when operating mobile equipment.
- **Never exit a moving vehicle.** *Remain in the seat with your seat belt secured.*
- **Conduct pre-operational examinations** to identify and repair defects that may affect the safe operation of equipment before placing equipment into service.
- **Maintain the equipment's braking systems.** *Perform repairs and adjustments when necessary and follow the manufacturer's recommendations. Do not exceed the manufacturer's load limits.*



PDF Version [Safety Alert - Contract Truck Drivers.pdf](#) (466.41 KB)

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

Clearing Up Myths About Older Workers While Understanding and Supporting an Aging Workforce



The National Center for Productive Aging and Work is a key part of the Total Worker Health® Program in the National Institute for Occupational Safety and Health (NIOSH). The center operates as a hub that conducts original research, fosters collaborations, and offers expert guidance to support an aging workforce. The center encourages workplaces to integrate workers of all ages, and it gives useful resources on age-related issues for businesses and industries.

Why It Matters

Trends in population aging are expected to profoundly affect the workforce for years to come.

In 2001, only about 1 out of every 7 U.S. workers was 55 or older. By 2021, the number jumped to almost 1 out of every 4 workers (a 93% increase). That's almost twice the proportion of older workers as before. Older workers are staying on the job longer for various reasons, ranging from financial needs to the joy of work. More people are working past the age when they might have retired. They might be responding to the increase in the Social Security full retirement age, needing money or health insurance, or simply enjoying their jobs and being around their friends at work.

Companies often find that older workers bring a lot to the table: *experience, know-how, reliability, work ethic, professionalism, and loyalty, among other good qualities.* This can help the company run more efficiently and even save money. Hiring and keeping older workers could also lessen upcoming labor shortages expected to occur in certain industries in the coming years.

The last full week in September was designated as National Employ Older Workers Week. This week recognizes the contributions and value that older workers bring to the workforce. It serves as an especially good time to dispel any negative myths about older workers and consider how employers and workplaces can more effectively help them stay safer and healthier as they continue working.

Myths About Older Workers Don't Match Reality

Misconceptions about older workers are common. Here are some common myths and the facts that dispel them:

- **Myth: Older workers are often sick.**

Reality: Older workers might have some health issues like high blood pressure, high cholesterol, and muscle pain, but these rarely affect job performance. Safe work practices and workplace safety programs can help workers maintain their health by lessening their chance of being injured. Programs that focus on well-being at work can help all workers stay healthier. One bonus of a healthier workforce could be lower health insurance premiums for employers and employees alike.

- **Myth: Older workers can't think as clearly as they used to.**

Reality: As people age, their built-up knowledge, often called "crystallized intelligence," usually improves. Employers value this because it often leads to better job performance. This kind of intelligence may become more important as jobs focus more on services and information. Complex work can also help older workers maintain their memory and brain function. A variety of tasks can offer similar benefits.

- **Myth: Older workers are not as safe at work.**

Reality: Older workers usually follow safety rules and have fewer non-fatal injuries at work than younger workers. This could be because they understand the value of safety measures and are more likely to follow them. However, older workers are more likely to be killed on the job from serious work-related incidents. While these happen less often, preventative measures should always be followed.

- **Myth: Older workers are expensive to keep.**

Reality: Although employing older workers can cost more in salary and benefits because of their experience and senior roles, the real impact on employers is small. Hiring and training new staff is expensive. Older workers are more likely to stay in their current jobs, helping employers save the time and money usually spent on recruiting and training. These savings can balance out the higher pay for some older workers.

- **Myth: Older workers don't like change.**

Reality: Being open to change can help achieve work goals. Workers at all ages can resist change, but studies suggest older workers may be more open to change than young workers. Older workers often have more experience dealing with organizational shifts, making them better at adapting.

▪ **Myth: Older workers are less productive.**

Reality: Productivity is different for everyone, regardless of age. For example, a worker's age doesn't affect their main job tasks. Older workers often help and cooperate with colleagues and supervisors more, which is known as organizational citizenship. They are also less likely to misuse company time and resources. Older workers often benefit from their years of experience and know-how, and they may have developed useful social networks within a company. They can often guide and mentor new employees, helping them to learn faster and preserve company knowledge. Both younger and older workers can benefit from one another's skills.

Myths like these may make some employers think older workers have too many drawbacks. In fact, companies can make the most of an older workforce's skills. Employers who want to keep talented older workers should think about the needs of both the worker and the workplace. For instance, they can offer flexible work schedules, match tasks to a worker's abilities, and promote a safe and ergonomic environment.

Beyond the Myths: Applying Total Worker Health® to Older Workers

With these myths dispelled and the value of older workers reinforced, employers may wonder how they can best support their older workers. The Total Worker Health® concept encourages employers to consider steps such as these:

Work Flexibility and Task Design

- Allow flexible work options. Give workers a say in choosing their work schedules, tasks, organization, and work locations when possible.
- Fit tasks to workers' skills and abilities.
- Use self-paced tasks and breaks. Limit repetitive work.

Workplace Health and Safety

- Make the workspace ergonomic. This covers adjustable seating, proper lighting, and reducing screen glare.
- Reduce long periods of sitting. Offer sit/stand desks and walking workstations for those who usually sit. Urge workers to move and stretch during the day. Provide options for exercising onsite or suggest affordable community activities.
- Address hazards that are known to affect older workers, such as noise, slips and trips, and physical hazards. These hazards can be more severe for an older workforce.

Team Dynamics and Skill Development

- Form age-diverse teams. This adds a more complete set of skills and viewpoints and can challenge age-related stereotypes. Age-diverse teams may be able to identify age-associated problems and suggest workplace solutions.
- Invest in ongoing training for all ages. This enhances skill levels and helps workers adapt to new technology.

Five Ways to Engage Both Older and Younger Workers

It's worth noting that common interests span across age groups, debunking yet another myth—that older and younger workers want different things. According to a report by AARP and Aon Hewitt, both older and younger workers value the same five qualities of a workplace:

1. **They believe they can move up in their company and know what steps to take for career growth.**
2. **Having a say.** They can contribute by suggesting new ideas to make better products, processes, or solutions.
3. **Having pride in their company.** They are proud to work for companies that are respected in the community and help people through charity or community programs.
4. **Knowing they can succeed.** They believe they can reach their own career goals, no matter their age.
5. **Knowing how to succeed.** Workers understand the skills they need and what they can do to excel in their jobs, and supervisors regularly talk with them about how they can improve.

What Employers Can Do Next

In closing, it's crucial to dispel the myths that surround older workers and acknowledge the realities. From experience to adaptability, the aging workforce is a valuable reservoir of talent. To fully harness this potential, employers should use age-inclusive policies and programs. Consider today how you can create a work environment that not only welcomes but thrives on the skills and wisdom of all ages.

Seasonal health issues affect many 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!!