

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.

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The U.S. Department of Labor's Occupational Safety and Health Administration civil penalty amounts based on cost-of-living adjustments for 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...](#)
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- ▶ **What are Confined Spaces?** [read more...](#)
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- ▶ **DEADLINE WAS MARCH 2ND Injury Tracking Application**
Employers must post their most recent Summary of Work-Related Injuries and Illnesses (*Form 300A*) [read more...](#)



- ▶ **Requiring Employers to Keep Employees Informed**

A new topic every month.....

NOTICE OF PAYDAYS *As Required by C.R.S. §§ 8-4-107, -103* [read more...](#)

Your Right to Know

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

TRANSPORTATION NEWS SUMMARY

- ▶ **DOT 2025 Regs Violation Penalty Increases** [read more...](#)
- ▶ **Bill Targets Weigh Stations for Trucker Checks** [read more...](#)
- ▶ **Truck History Reports** — *Look up reported accidents, inspection violations, insurance claim, owner history and more.* [read more...](#)
- ▶ **What is an Experience Modification Rating (EMR Rating)?** [read more...](#)
- ▶ **DOT Proposes Adding Fentanyl to Truck Driver Drug Testing Rules** [read more...](#)
- ▶ **ATRI Seeks Carrier Data on New Entrant Driver Training and Safety** [read more...](#)
- ▶ **FMCSA Transitions to Electronic-Only Payments**
CHECKS AND OTHER PAPER PAYMENTS NO LONGER ACCEPTED [read more...](#)
- ▶ **DOT Amends Oral Fluid Drug Testing Procedures** [read more...](#)



TRANSPORTATION NEWS SUMMARY cont'd

- ▶ **FMCSA Halts Study on Sexual Assault in Trucking** [read more...](#)
- ▶ **FMCSA Issues Temporary Waiver to Support NRII Transition - UPDATE** [read more...](#)
- ▶ **FMCSA Revokes Registration of 3 More ELD's** [read more...](#)

MSHA NEWS SUMMARY

- ▶ **MSHA is now on FACEBOOK and INSTAGRAM!** [read more...](#)
- ▶ **Mine Safety Benefits from AI Technology**
Tame Heavy Equipment Truck Blind Spots with AI Collision Avoidance [read more...](#)
- ▶ **MSHA Health Alert - Good housekeeping practices can greatly reduce miners' exposures to respirable dust and silica.** [read more...](#)



MONTHLY SAFETY & HEALTH TIP NEWS SUMMARY

- ▶ **9 Workplace Safety Tips for Fall** [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)

> DOT-PHMSA HAZARDOUS MATERIALS AWARENESS TRAINING

This course covers the FMCSA/PHMSA REQUIREMENTS -The training is required for all HAZMAT employees in accordance with PARTS 232, 126 & 181. Hazard classification, safe operation of vehicles, specific requirements by hazard class, use of the Emergency Response Guidebook and many other topics are covered. This training shall be completed within 90 days of hire and then refreshed every three years. Training is scheduled upon request.

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

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

- *PEC Safeland Basic Orientation: **NEW 2021 SAFELAND:** Oct 6 (*Instructor Led Virtual Class*), 17, 28; 8 – 4:30;
- *First Aid/CPR/AED/BLOODBORNE PATHOGENS (We offer MEDIC FIRST AID): Oct 14, 30; 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*]: Oct 14, 30; 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
CDC
NIOSH
US DOL
FIT FOR WORK
The Spruce
Freight Waves
Consumer Reports
DOT
insureon
Fleet Owner



OSHA/CONSTRUCTION/DOL

▶ 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.

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 —



Safe + Sound Week 2025 was held Aug 11-17. It is a nationwide event held each August that recognizes the successes of workplace safety and health programs and offers information and ideas on how to keep America's workers safe.

Develop your Safety + Health Program

Why is it important?

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

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

Safety and health programs help businesses:

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

Excited for Next Year's S+S Week? Save the Date, August 10-16, 2026

Develop Your Program

Prepare your workplace for S+S Week by getting into the Safe + Sound mindset year-round.

[Develop Your Program](#)

Take a Challenge

Challenge your colleagues, suppliers, and partner organizations to be #SafeAndSoundAtWork.

[Take a Challenge](#)

Read the Recommended Practices for Safety and Health Programs

Use this guide to start a safety and health program in your workplace.

[See the Guide](#)

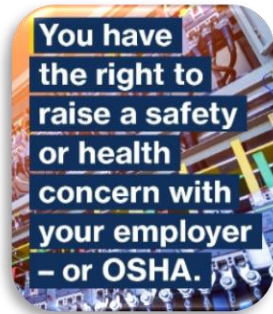
SAFETY AT EVERY LEVEL

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!

Whistleblower Protection



OSHA EXPLAINS: How We Investigate Whistleblower Complaints under the OSH Act ([pdf](#))

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

The investigation of complaints of retaliation against employees is conducted by investigators in [OSHA's regions](#). OSHA's investigators are **neutral fact finders**; they do not work for either the **complainant** or **respondent** (*employer*).

In addition to **OSHA**, the agencies below provide anti-retaliation protections in various capacities:

- The **U.S. Equal Employment Opportunity Commission (EEOC)** enforces laws that prohibit **discrimination** against employees because of **race, color, religion, sex** (*including pregnancy*), **national origin**, age (40 or older), **disability**, or **genetic information**, and **retaliation against employees** for opposing such discrimination. To learn more about **EEOC's laws**, or to **file a complaint**, visit www.eeoc.gov or call 1-800-669-4000.
- The **Wage and Hour Division (WHD)** of the U.S. Department of Labor enforces **Federal laws on the minimum wage**, overtime pay, **wage recordkeeping**, and child labor requirements of the **Fair Labor Standards Act**. **WHD** also enforces the **Family and Medical Leave Act**, migrant and **seasonal worker protections**, worker protections in **certain temporary guest worker programs**, and the **prevailing wages for government-funded service and construction contracts**. To learn more about **WHD's laws**, or to **file a complaint**, visit www.dol.gov/whd or call 1-866-4-USWAGE (1-866-487-9243).
- The **National Labor Relations Board (NLRB)** protects the **rights of most private-sector employees** to join together, with or **without a union**, to improve their **wages and working conditions**. To learn more about **NLRB's laws**, or to **file a charge**, visit www.nlr.gov or call 1-866-667-NLRB (6572).

Federal Employees

With the exception of **U.S. Postal Service employees**, the **Occupational Safety and Health Act** does **not cover retaliation allegations** from federal employees, but **there are several [environmental statutes](#)** that do. However, **all federal agencies** are required to **establish procedures** to ensure that **no employee suffers retaliation** for reporting unsafe or unhealthy **working conditions**, or for otherwise **engaging in safety or health activities**.

Federal employees who wish to report **safety or health hazards** should contact their **respective agency's Designated Agency Safety and Health Officer (DASHO)**. See [29 C.F.R. 1960.6](#) for more information regarding DASHOs. For assistance filing a **complaint with a DASHO**, federal employees may contact **OSHA's Office of Federal Agency Programs**. For contact information, visit www.osha.gov/enforcement. *Please note that reporting an alleged safety or health hazard to DASHO is not the same as filing a retaliation complaint with the Office of Special Counsel.*

The **Office of Special Counsel (OSC)** handles **claims of retaliation** within the **executive branch of the federal government** from **current federal employees**, former employees, and **applicants for federal employment**.

Federal employees who believe that **they have suffered retaliation** for disclosing a **violation of a law, rule, or regulation**, **gross mismanagement**, a gross waste of funds, an **abuse of authority**, and/or a substantial and **specific danger to public health or safety**, may **file a complaint** with the **OSC**. Visit www.osc.gov for more information.

Fall Prevention



FALLS ARE THE LEADING CAUSE OF DEATH IN CONSTRUCTION. In 2023, there were 421 fatal falls to a lower level out of 1,075 construction fatalities (BLS data). **These deaths are preventable.**

Since 2012, **OSHA** has partnered with the **National Institute for Occupational Safety and Health (NIOSH)** and **National Occupational Research Agenda (NORA) - Construction Sector** on the **Fall Prevention Campaign** to raise awareness among workers and employers about common fall hazards in construction, and how falls from ladders, scaffolds and roofs can be prevented.

PLAN ahead to get the job done safely

When working from heights, employers must plan projects to ensure that the job is done safely. Begin by deciding how the job will be done, what tasks will be involved, and what safety equipment may be needed to complete each task.

When estimating the cost of a job, employers should include safety equipment, and plan to have all the necessary equipment and tools available at the construction site. For example, in a roofing job, think about all of the different fall hazards, such as holes or skylights and leading edges, then plan and select fall protection suitable to that work, such as personal fall arrest systems (PFAS).

PROVIDE the right equipment

Workers who are six feet or more above lower levels are at risk for serious injury or death if they should fall. To protect these workers, employers must provide fall protection and the right equipment for the job, including the right kinds of ladders, scaffolds, and safety gear.

Use the right ladder or scaffold to get the job done safely. For roof work, if workers use personal fall arrest systems (PFAS), provide a harness for each worker who needs to tie off to the anchor. Make sure the PFAS fits, and regularly inspect it for safe use.

TRAIN everyone to use the equipment safely

Every worker should be trained on proper set-up and safe use of equipment they use on the job. Employers must [train workers](#) in recognizing hazards on the job. [See educational materials and resources page for posters, factsheets, and other training materials.](#)

What Are Confined Spaces?



Many workplaces contain areas that are considered "confined spaces" because while they are not necessarily designed for people, they are large enough for workers to enter and perform certain jobs. A confined space also has limited or restricted means for entry or exit and is not designed for continuous occupancy. Confined spaces include, but are

not limited to, tanks, vessels, silos, storage bins, hoppers, vaults, pits, manholes, tunnels, equipment housings, ductwork, pipelines, etc.

OSHA uses the term "permit-required confined space" (*permit space*) to describe a confined space that has one or more of the following characteristics: contains or has the potential to contain a hazardous atmosphere; contains material that has the potential to engulf an entrant; has walls that converge inward or floors that slope downward and taper into a smaller area which could trap or asphyxiate an entrant; or contains any other recognized safety or health hazard, such as unguarded machinery, exposed live wires, or heat stress.

[More info regarding confined spaces](#)

5 STEPS TO SAFER CONFINED SPACES

1. PRIOR TO ENTRY, CONTINUOUSLY TEST AND MONITOR THE AIR WITH PROPER EQUIPMENT.
2. DO NOT ENTER PERMIT-REQUIRED CONFINED SPACES WITHOUT BEING TRAINED AND WITHOUT HAVING A PERMIT TO ENTER.
3. USE FANS OR BLOWERS TO VENTILATE THE SPACE.
4. WEAR THE PROPER PROTECTION EQUIPMENT LIKE HARNESSES AND RESPIRATORS.
5. HAVE TRAINED ATTENDANTS WITH REQUIRED PERMITS AND MAKE SURE RESCUE PLANS ARE IN PLACE.

DANGER

PERMIT REQUIRED

CONFINED SPACE

DO NOT ENTER

How to Save on Labor Costs While Maintaining Safety



In competitive manufacturing and construction industries, leaders face increasing pressure to deliver projects faster, under tighter budgets, and with fewer resources — all without compromising the safety of their workforce. The challenge lies in striking a delicate balance: reducing labor costs while maintaining compliance with safety standards and fostering a culture of well-being on the job site. With strategic planning, smart investment in technology, and a focus on process efficiency, safety professionals can help their organizations achieve both goals.

1. Invest in Modular Systems and Standardized Components

One of the most effective ways to control labor costs is by simplifying the build process itself. Utilizing scaffolding and other modular systems can dramatically reduce the time and labor needed for assembly, teardown, and transport. These prefabricated, interlocking pieces are designed for rapid deployment, requiring less specialized labor and minimizing the risk of installation errors.

Standardized components also make inspections more predictable and manageable, which supports both safety and efficiency. In environments where changeovers and mobility are frequent — such as high-rise construction, industrial maintenance, or renovation work — these systems provide consistent performance without the need for custom-built solutions at each phase.

2. Implement Cross-Training and Skill Diversification

Cross-training workers to perform multiple roles improves workforce flexibility and resilience. It allows teams to adapt quickly to changing project demands without bringing in additional personnel. A crew member trained in both rigging and safety inspection, for example, adds value while minimizing downtime and the need for redundant positions.

From a safety standpoint, cross-training also reduces risk. Workers who understand multiple systems are better equipped to spot hazards, anticipate operational needs, and communicate across departments. The result is a leaner, smarter workforce that maintains high safety standards while cutting excess labor.

3. Leverage Wearable Technology for Safety and Productivity

Wearable safety devices are transforming how teams monitor worksite health and manage productivity. Real-time data from smart helmets, vests, and sensors can track movement, environmental conditions, fatigue levels, and compliance with safety procedures. This allows supervisors to identify risky behavior or unsafe zones before incidents occur.

From a labor-cost perspective, wearables reduce the need for constant manual supervision and lower the risk of costly injuries or shutdowns. They also contribute to more accurate work-hour tracking, helping managers optimize shifts and reduce unnecessary overtime.

4. Streamline Safety Protocols Through Digital Tools

Digitizing safety checklists, incident reports, and inspection logs can shave hours off administrative tasks while improving record accuracy. Mobile apps and cloud-based safety platforms enable real-time communication between field workers, supervisors, and compliance officers. This not only boosts transparency and accountability but also reduces paperwork-related delays that often lead to idle labor time.

These tools also make it easier to schedule and document required training, ensuring all employees meet regulatory standards without pulling them off-site unnecessarily.

5. Enhance Planning With Data-Driven Insights

Modern construction and manufacturing projects generate vast amounts of data. When used strategically, this data can inform decisions that reduce labor costs and improve safety. By analyzing trends from past projects — such as incident reports, labor hours, and equipment downtime — organizations can identify bottlenecks, predict risk areas, and adjust resource allocation in real time.

Predictive analytics can also assist in scheduling labor for peak efficiency, minimizing overstaffing, and avoiding the costs of rework due to rushed or unsafe practices.

6. Use Automation Where It Counts Most

Automation does not have to mean replacing human labor. In fact, some of the most effective cost-saving measures come from automating repetitive, hazardous, or precision-based tasks that are prone to error. This includes robotic welding, CNC machining, or automated material handling.

These systems reduce worker fatigue and exposure to risk, while maintaining consistent quality and output. Over time, the savings in labor, medical costs, and downtime more than offset the initial investment. Safety professionals play a key role in identifying which processes can benefit most from automation while ensuring human oversight remains strong where needed.

7. Foster a Safety-First Culture to Reduce Costly Incidents

Maintaining safety isn't just a regulatory necessity — it's a long-term cost-saving strategy. Injuries, compliance violations, and project delays are all major contributors to labor inefficiency. By fostering a strong safety culture, organizations can prevent incidents that lead to insurance claims, legal issues, or labor shortages.

Clear communication, visible leadership commitment to safety, and consistent enforcement of procedures create an environment where workers feel responsible not only for their own safety, but for that of their teammates. This shared mindset results in fewer accidents, higher morale, and more productive job sites.

By strategically aligning cost-saving goals with rigorous safety practices, professionals in manufacturing and construction can unlock substantial labor savings while keeping their teams protected. Whether it's through modular scaffolding components, wearable tech, or smarter planning, the path to efficiency doesn't require compromising what matters most — people.

DEADLINE WAS 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](https://www.osha.gov/ContactUs).

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.



NOTICE OF PAYDAYS

As Required by C.R.S. §§ 8-4-107, -103

Employers must provide notice to employees of the regular paydays and the time and place of payment. Employers must post, and keep posted, this notice where employees can easily see it: at the workplace if practicable, the employer's payment office, or if easily accessible to employees, electronically.

Employers are required to post a new notice any time paydays or time or place of payment change.

Pay periods must be no longer than a calendar month or 30 days, whichever is longer. Paydays must be no later than 10 days following the close of each pay period.

NOTICE OF PAYDAYS 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)

Bill Targets Weigh Stations for Trucker Checks



English proficiency would be checked at all interstate weigh stations.

New legislation aimed at cracking down on truck drivers' language skills would turn all interstate highway weigh stations into English proficiency checkpoints.

The [Weigh station Enforcement to Intercept and Guard Highways \(WEIGH\) Act](#), introduced on Monday, Sept 8, by U.S. Rep. Byron Donalds, R-Fla., requires that all weigh stations along interstate highways review the Commercial Driver's Licenses (CDLs) of truckers "for irregularities" according to a press release, while also verifying the driver's English language proficiency.

"The failure of states to enforce basic and commonsense requirements for truckers is putting every American motorist at risk," Donalds said in a statement.

"Safety must be the standard, not the exception, and on Capitol Hill I'm fighting to ensure that the American people are put first every step of the way. The elimination of these threats to the American people is non-negotiable."

The bill empowers the U.S. Department of Transportation to use interstate weigh stations to enforce the President's executive order "[Enforcing Commonsense Rules of the Road for America's Truck Drivers](#)," issued in April, which makes failing English proficiency an out-of-service violation for truck drivers.

Donalds' legislation follows a fatal crash in August resulting from a truck driver attempting an illegal U-turn on the Florida Turnpike. The driver of the truck failed a post-crash English proficiency exam.

"The Florida Department of Agriculture is proud to be a force multiplier for President Trump's comprehensive border security effort," commented Florida Commissioner of Agriculture Wilton Simpson, in supporting Donalds' bill.

"If you drive a truck through our interdiction stations, you're prepared for us to check your load for bugs and drugs. We'll also call if a driver cannot communicate in the English language. If you can't read our signs, you shouldn't be on our roads."

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.

What is an Experience Modification Rating (EMR Rating)?

An **Experience Modification Rating** is a numerical system that insurance companies use to set workers' compensation premiums. Your company's **EMR**, also known as an experience modifier or mod rate, can have a significant impact in how much you pay for workers' comp insurance.

**EXPERIENCE
MODIFICATION RATE**

What is an EMR for workers' compensation insurance?

An **EMR** is a way for insurance carriers to adjust their **workers' compensation insurance premiums**, based on the expected losses from **workers' compensation** claims for each company they insure.

It's similar to the credit rating system lenders use in granting loans and setting interest rates. An **Experience Modification Rating** and a credit score are ways of quantifying different types of risks.

Businesses with good safety records will see this reflected in a low **EMR** number, which translates into lower premiums for their workers' compensation coverage.

How is an experience rating calculated for workers' comp?

Many small business owners probably don't need to worry about their **EMR**, as it only applies to workers' comp premiums of at least \$5,000 per year.

Calculating an **EMR** is complicated, as the rules and metrics are different in each state. That's why an insurance company has specialists who analyze workers' comp claims, actual losses, and loss rates to crunch these numbers for their brokers.

The formula may involve your payroll data, claims history, and an industry risk factor, such as the **National Council on Compensation Insurance (NCCI) classification codes**, although many states have their own classification methods and class codes.

What is a good EMR score and why is it important?

The average **EMR** is 1.0 which means a business is no more or less risky than similar businesses in their profession. A rating higher than this would mean a business is riskier than average and would result in higher premiums.

If your **EMR** is 1.2, insurance agencies would raise your premiums by 20 percent, because your business is considered a higher risk. An **EMR** of 0.8 would reduce your premiums by 20 percent, so a lower **EMR** can save you money on premiums.

How do I find my EMR rating?

Not sure what your current **EMR** is? You can find it in two places: On the **Declarations page** of your company's workers' compensation policy or by contacting your dedicated insurance agent.

How can I lower my Experience Modification Rate?

The steps that help lower your **EMR** number also help you reduce claims and save money on workers' comp premiums. That's why spending time and money to improve employee safety at your business is a good investment.

If you reduce your loss experience with workers' comp, resulting in a lower **EMR**, insurance agencies will view this favorably when setting your new workers' comp rates at the start of your next policy period.

Here are a few tips to help reduce your EMR score...

1. Establish safety training programs

Building safety programs with written instructions for the tasks your employees routinely perform. Use employee safety programs, retraining, and offer continuous reminders on the importance of safety.

The **Occupational Safety and Health Administration (OSHA)** offers **training requirements and resources** for multiple occupations, including safety classes.

2. Use safety signs

Proper signage can warn employees of potential hazards, whether it's a wet and slippery floor or a high-voltage electrical panel. **OSHA** offers information on the **types of signs** it requires.

3. Get the right equipment

Equip your employees with the equipment they need and make sure they use it. This means more than owning safety glasses and other personal protective equipment (**PPE**). Make sure your safety equipment is kept in proper working order and that employees know how to use it correctly.

4. Consider repetitive tasks

Establish methods to alleviate the strain of repetitive actions, such as ergonomic office equipment that can reduce the chance of carpal tunnel syndrome. Industry associations within your field can also offer advice on what you need.

5. Keep the workplace clean

Workspaces, hallways, entryways, and emergency exits should be clean and clear of obstructions and clutter.

6. Establish procedures

Have a course of action for handling and reporting employee injuries and emergencies. This should include emergency contact information for first responders. Make sure this information is part of your safety education program.

7. Reward safe behavior

Offer perks to those who follow the safety rules. Rewards like gift cards, bonuses, and free lunches can remind employees of the importance of safety.

DOT Proposes Adding Fentanyl to Truck Driver Drug Testing Rules

FMCSA-directed drug tests could soon begin screening drivers for fentanyl use. If this proposed rule passes, onboarding or random drug tests could catch a driver's fentanyl use within a few days of a dose.

Truck drivers will soon have fentanyl added to their drug tests. The Department of Transportation (DOT) [issued a notice of proposed rulemaking \(NPRM\)](#) to add fentanyl to its drug testing regulations.

The rule would add fentanyl and norfentanyl (a fentanyl metabolite) to DOT's drug testing panels. The tests would screen for fentanyl in both urine and oral fluid, but screen for norfentanyl in urine only. Safety-sensitive employees, including commercial vehicle drivers, are required to undergo and pass regular drug tests.



Currently, DOT has no formal testing method for detecting fentanyl use. Drivers could theoretically use the drug with little chance of being caught through federally directed tests.

Expanding drug testing to include fentanyl would help prevent addictive drugs from affecting fleet safety.

Fentanyl testing thresholds: What fleet managers should know

If passed, the rule would implement the most sensitive analyte screening ever in DOT's panel: **Merely 1 ng/mL of fentanyl or norfentanyl in urine would trigger a positive result.** For comparison, the second-most sensitive urine analyte cutoff is 6-acetylmorphine (10 ng/mL), and the least sensitive urine analyte cutoff is morphine (4,000 ng/mL).

The detection window for the drug is much smaller than other substances, such as marijuana. The detection window depends largely on the test subject's use pattern, according to [Mayo Clinic](#), [Boston University](#), and the [British Columbia Centre on Substance Use](#). The detection window is also complicated by the type of fentanyl, the user's age, kidney and liver function, and interactions with other drugs.

For a subject who is not a regular user, urine tests could likely detect fentanyl exposure within two to four days. For chronic users, fentanyl could be detected in urine roughly 13 days after the last dose.

In hair testing (which is not yet used by DOT), [fentanyl could be detected as far as 90 days](#) after the last dose.

What's next?

[Federal regulations](#) required DOT to add fentanyl to its panel after the Department of Health and Human Services [expanded its drug testing guidelines in January this year](#), meaning DOT will very likely pass the final rule without significant changes.

The comment period for the NPRM closes on October 17, 2025. Comments to the docket can be submitted using this [link](#). The agency will likely issue a final rule some months after the comment period closes.

ATRI Seeks Carrier Data on New Entrant Driver Training and Safety



ATRI is seeking carrier data to study how entry-level driver training impacts safety and retention in today's trucking industry.

The [American Transportation Research Institute \(ATRI\)](#) is calling on motor carriers to take part in a new study examining how driver training impacts safety and retention. The project updates ATRI's 2008 research and will evaluate the effectiveness of the [Federal Motor Carrier Safety Administration's \(FMCSA\)](#) entry-level driver training requirements.

Carriers that have hired at least 25 new entrants since March 2022 are eligible to participate. For this study, "new entrants" are defined as CDL holders with three weeks to 24 months of professional driving experience whose first job was with the reporting carrier.

The fleets participating in the study will provide data on demographics, safety events, crashes, select violations, and telematics, as well as training and retention averages such as trainer drive time and home time. All information will remain confidential, anonymized, and published only in aggregate form, with ATRI prepared to sign NDAs where needed.

FMCSA Transitions to Electronic-Only Payments

CHECKS AND OTHER PAPER PAYMENTS NO LONGER ACCEPTED

Effective September 30, 2025, the **Federal Motor Carrier Safety Administration** will no longer accept paper payments, such as checks and money orders, for any agency transactions, including fees for initial application of operating authority registration, reinstatement or legal name changes, civil penalty payments, and other fee-based transactions.

FMCSA has actively engaged with stakeholders over the past several weeks to ensure broad awareness of this change and to support a smooth transition. The transition aligns with White House Executive Order 14247: Modernizing Payments to and from America's Bank Account, and advances a faster, more secure, and more efficient payment experience for the motor carrier industry.

What's Changing

Beginning September 30, 2025:

- *FMCSA will not process paper payments (such as checks and money orders) for any transactions.*
- *Stakeholders must provide debit or credit card information to make payment.*
- *For financial responsibility (insurance filing fees, entities should refer to their monthly invoice for instructions*
- *For operating authority registration related fees such as initial applications, name changes, and reinstatements, entities should visit the [FMCSA registration website](#).*
- *Assistance is available through the FMCSA Contact Center: 1-800-832-5660.*

Frequently Asked Questions

1. Why is FMCSA eliminating paper transactions, such as checks and money orders?

This change supports White House Executive Order 14247. Electronic payments are faster, more secure, and more efficient, reducing errors and administrative burden.

2. What types of electronic payments will FMCSA accept?

FMCSA will accept debit or credit cards via secure online payments on its website.

- For financial responsibility (insurance filing fees, entities should refer to their monthly invoice for instructions
- For operating authority registration related fees such as initial applications, name changes, and reinstatements, entities should visit the [FMCSA registration website](#).

3. What happens if I mail a paper check after September 30, 2025?

Checks received after September 30, 2025, will not be processed and will be returned, potentially delaying services.

4. Are there any exceptions?

If submitting a paper application, the applicant must complete the credit card information at the bottom of the form before submitting.

5. Where can I get help transitioning to electronic payments

Call the agency's Contact Center at 1-800-832-5660 (8am to 8-pm, Monday-Friday) for assistance.



FMCSA Halts Study on Sexual Assault in Trucking

Move is major setback in fighting crime against women in the trucking industry, study advocate says

“We all put a lot of time and attention into this, and just got an email recently telling us not to do any more work, that we’ve been cancelled,” Anne Balay, a member of the working group overseeing the project, told FreightWaves.

Balay, who is an **author, union organizer**, and who has **worked as a truck driver**, said the **three-year study** would have represented a significant improvement over previous studies.

“We were going to reach out to people who weren’t previously self-selected by industry, as well as to minorities and transwomen, and do research at truck stops,” where such crimes are often committed, she said.

“Everyone knows rape and sexual harassment are incredibly common in this industry, and this was an attempt to do an actual study that would have led to suggestions on how to address it and make the industry safer. But it was canceled not to save money – the money had already been spent – but to prevent the results from getting out to the public, ensuring now nothing gets done to change the industry and make it safer for women.”

A screenshot of a notice from the administration states that the decision to terminate the study “is because the government’s priorities have shifted and this project no longer meets our needs.”

Addressing sexual assault and sexual harassment was a top recommendation made by the Women of Trucking Advisory Board (WOTAB), which was set up by the **Federal Motor Carrier Safety Administration** during the previous administration to address issues in trucking that were particularly important to recruiting and retaining women drivers.

Balay – who was also a member of WOTAB – severely criticized an **FMCSA** crime prevention survey unveiled at WOTAB’s first meeting in 2022, which found that **“touched inappropriately”** was the most serious offense reported among survey respondents.

“Rape is incredibly common in trucking, and calling rape as being ‘touched inappropriately’ is extremely offensive,” Balay said at the time. ***“I interviewed many women truckers who reported that rape is considered a part of the job. It’s very important that this group acknowledges that.”***

Working with WOTAB, **FMCSA** established a **Sexual Assault and Sexual Harassment (SASH) Working Group** to address sexual harassment and violence against women, particularly drivers.

The cancelled study, initiated by **SASH** and which began in the fall of last year, was to **“expand upon FMCSA’s previous research and promote a deeper understanding of SASH data and issues by following the best practices in SASH methodology related to sample size and design, including categories of gender, sexual orientation and ethnicity to determine the prevalence of SASH and identifying resources for victims,”** WOTAB wrote in a [report](#) to Congress in January.

Days after the report to Congress, **President Trump** issued a [regulatory freeze order](#) barring all executive departments and agencies from proposing or issuing a rule “until a department or agency head appointed or designated by the President reviews and approves the rule.”

One of those proposed rules, **“Minimum Training Requirements for Entry-Level Commercial Motor Vehicle Operators and Additional Curriculum and Training Provider Requirements,”** was also based on a WOTAB recommendation.

The rule planned to **“address ways FMCSA can enhance the physical safety of women truck drivers and trainees and address the negative impacts of workplace sexual harassment, among other challenges,”** according to **FMCSA**.

FreightWaves has reached out to **FMCSA** for comment on the **SASH** study cancellation and the status of the proposed minimum training rule.



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!

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 is 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 (NR11) 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 NR11.

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 NR11.

For additional information and resources on NR11, please visit **FMCSA's** [NR11 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 NR11, available on [FMCSA's website](#).

FMCSA Revokes Registration of Three more ELDs

FMCSA update Sept 11, 2025 - The U.S. Department of Transportation's **Federal Motor Carrier Safety Administration** removed three devices from the agency's list of registered electronic logging devices, or ELDs.

Truck drivers and fleets using the TT ELD PT30, ELOG42, and Renaissance ELD are asked to stop using the devices and look into replacements following the revocation of the devices' "registered" status by the **FMCSA**.

FMCSA announced the revocations as a result of "the companies' failure to meet the minimum requirements established in [Title 49 CFR Appendix A to Subpart B of Part 395](#)."

Specifics of the devices:

- *TT ELD PT30 -- Model Number: ARN752; ELD Identifier: CZGS10; ELD Provider: TT ELD Inc.*
- *ELOG42 -- Model Number: ERS; ELD Identifier: ERS156; ELD Provider: Leko Inc.*
- *Renaissance ELD -- Model Number: RNSSNC; ELD Identifier: RNS592; ELD Provider: Renaissance ELD*



Motor carriers have up to 60 days to replace the revoked ELDs with compliant ELDs. **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 ELDs and revert to paper logs or logging software to record required hours of service data.
2. Replace the revoked ELDs with compliant ELDs from the [Registered Devices list](#) before November 3, 2025.

Prior to November 3, 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 November 3, 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 listed above on or after November 3, 2025 should cite 395.8(a)(1), and place the driver out-of-service (OOS) in accordance with the [CVSA 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.

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.



Mine Safety Benefits from AI Technology

Tame Heavy Equipment Truck Blind Spots with AI Collision Avoidance

Mining is a dangerous industry, but it does not have to be as risky as it often is. Innovations in Internet of Things (IoT) and artificial intelligence (AI) technology provide ways to make mines safer than ever before. AI collision avoidance deserves particular attention.

The Importance of Collision Avoidance in Mining

While hazards like inhalation risks and repetitive motion may be more obvious, collision avoidance is essential to mining safety. Machinery accounts for [40% of all mining deaths](#) — more than any other incident type. Equipment-related accidents are also a leading cause of nonfatal injuries.

Mining's mix of large equipment, tight quarters and limited visibility makes collisions a prominent threat. Vehicle operators may not see other employees before it is too late, and workers on foot may not see or hear machinery coming. Fatigue and stress may exacerbate these hazards, as they make distracted miners less aware of their surroundings.

Historically, collision avoidance in mining has relied on manual steps and workflow adjustments. Drivers and pedestrian workers should observe their surroundings and communicate hazards, and mines should provide adequate space and lighting to enable safer movement. Such practices are beneficial but too prone to error, and on-site conditions may limit their usefulness.

How Does AI Collision Avoidance Work?

AI collision avoidance offers a better way forward. The combination of IoT sensors and AI algorithms to monitor their data can reduce equipment-related injuries through both immediate and long-term optimizations.

Real-Time Alerts

Federal regulations [require mines to use proximity sensors](#), but conventional systems are imperfect. They typically use lasers, LiDAR, GPS, or connections to wearable tags to alert operators when machines get within a certain distance of employees or other equipment. While this is better than an entirely manual solution, these technologies have their own blind spots.

GPS signals can get weak underground, lasers and LiDAR are prone to interference, and inter-device communications can introduce lag. AI-enabled systems are more reliable because they combine inputs from multiple sensors. Instead of taking one reading at face value, AI models compare all inputs to contextualize data, remaining accurate even when one sensor may fail.

Over time, AI models also grow more accurate, leading to more reliable detection and alerts. In addition to preventing collisions, these algorithms reduce false positives, helping workers take real-time warnings more seriously.

Ongoing Optimization

AI collision avoidance also unlocks broader, longer-term changes. Every time one of these systems detects an obstacle, it creates hard data on the situation. Over time, there will be enough information for machine learning models to identify trends across mining workflows.

Some mines may experience more run-ins in one area of the site — others may have issues with one type of equipment more than others. Whatever the specifics, AI can identify these trends to pinpoint areas where collision avoidance in mining operations can improve through adjustments like workflow changes or maintenance.

These insights become all the more valuable as mining embraces automation. As much as 80% of the vehicle fleet at some mines is now automated, and driverless equipment requires vast amounts of real-world data to navigate safely. Switching to AI collision prevention today can give organizations the data they need to implement such upgrades in the future.

Best Practices for Implementing AI Collision Avoidance

As impressive as AI is, mining leaders must remember that any technology is only as effective as its users' ability to implement it. Consequently, operations must follow several best practices when using AI to close heavy equipment blind spots.

Avoid Over-Reliance on AI

Ensuring employees do not rely too heavily on AI is the most crucial step. While this technology is generally reliable, it can still produce errors, so operators and miners must avoid becoming complacent. Attention to one's surroundings is still vital. Steps outside of AI to prevent collisions have other important benefits, too. The same low light that limits visibility can cause eye strain and vision problems, so proper lighting — including headlights for all employees — is necessary. Beeps to alert them to nearby machinery and emergency braking functions are also ideal.

Choose Solutions Carefully

Mining organizations should also scrutinize their options when selecting an AI collision avoidance system. The best solutions will support a wider range of sensor inputs, are easy to implement and have a proven track record in the field. Cybersecurity is another prominent concern. AI requires considerable data, and IoT devices may make once-offline equipment vulnerable to attacks. Consequently, mines should only partner with technology suppliers offering extensive built-in protections, user training and 24/7 support.

Inspect Equipment Regularly

Like all technologies, AI systems require proactive upkeep to remain effective. While the algorithms themselves may not need any ongoing fixes, teams should regularly calibrate sensor arrays and ensure any communication features and machine interfaces work correctly.

Different IoT and AI solutions can be useful here. Predictive maintenance — which uses these technologies to inform better repair schedules — prevents up to 75% of breakdowns, ensuring tools remain in optimal condition and crews avoid incidents from dangerous malfunctions.

Emphasize Worker Training

Thorough training is likewise critical. The common claim that 80% of industrial accidents stem from human error may have murky origins, but mistakes are still a common and preventable cause of injuries. Integrating new technology also requires workforce adaptation.

Mines should emphasize how new collision avoidance systems do not eliminate the need for double-checking blind spots and other safety protocols. Anyone using heavy equipment should also learn how these solutions work and where they might fail. This knowledge will inform safer usage.

Monitor and Adapt

Finally, mining operations must record the impact of their new safety tools and adjust workflows as necessary. Few technology rollouts are ever perfect at the start, and maximum results require small improvements over time.

Safety managers should measure relevant performance indicators before and after implementing an AI solution to quantify their impact. Regularly reviewing this data can reveal where technologies or processes must adapt to overcome persistent issues.

Heavy Equipment Blind Spots Are Smaller With AI

Collision avoidance in mining has significant room to improve. Thankfully, new technologies provide the way forward. AI may not be a complete solution by itself, but properly using it can yield considerable results. When mining safety leaders understand this potential, they can compare AI systems to determine how their specific operations can benefit, which may prove vital to worker well-being.

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**

MSHA

Health Alert

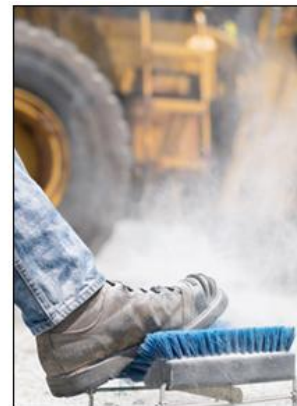
Housekeeping

Good housekeeping practices can greatly reduce miners' exposures to respirable dust and silica.

- Dusty work clothes are a significant source of secondary exposures
 - Regularly wash work clothes including jackets and sweatshirts
 - Install and use solutions such as cleaning stations and booths
 - Compressed air cannot be used to clean clothes!
- Dirt and dust can be carried into work areas on miners' boots
 - Install boot washing stations near production areas
 - Install boot brushes outside of equipment cabs, control rooms, and offices
- Cloth seats can collect and release dust every time they are used
 - Use leather and vinyl chairs in equipment, break rooms, and offices
 - Wipe down chairs regularly
- Wash equipment and floors on a regular basis
 - Start by slowly wetting the area with a wide spray nozzle, then move the wetted material with a more forceful nozzle
 - Use floor sweeping units and HEPA vacuums in high-traffic areas
 - Use a sweeping compound to reduce dust when dry sweeping



Photos by NIOSH



9 Workplace Safety Tips for Fall



The transition to fall usually offers a welcome reprieve from the dog days of summer. Beyond a visual feast for the eyes, the changing leaves can also serve as a reminder of the potential hazards that go along with shorter days and cooler weather. Here are nine practical tips to increase workplace safety this fall.

Safety Tips

1. **Decrease the chance for falls.** Fallen leaves and wet walkways can cause slippery conditions. Wear proper footwear, walk slowly, and pay attention to your steps when walking on slick surfaces. Use handrails, walking sticks, or canes when additional support is needed.
Provide a workplace free from serious recognized hazards and comply with standards, rules, and regulations issued under the OSHA General Duty Clause, Section 5 (a)(1). Here are helpful tips to help lessen the risk and create a safer, more productive work environment
 - Report and clean up spills and leaks.
 - Keep the workroom floors clean, and dry if possible. When wet processes are used, drainage should be provided.
 - Keep aisles, walking-working surfaces, and exits clear of items, such as sharp or protruding objects, loose boards, corrosion, leaks, spills, snow, and ice.
 - Consider installing mirrors and warning signs to help with blind spots.
 - Replace worn, ripped, or damaged flooring.
 - Consider installing anti-slip flooring in areas that can't always be cleaned; use drip pans and guards.
 - Inspect and maintain walking-working surfaces on a regular basis to ensure they remain in good condition.
 - Establish or update operating procedures and communicate them so that employees follow safety and health requirements.
 - Provide relevant housekeeping health and safety training in a language and vocabulary workers can understand.
2. **Stay healthy.** Fall and winter are associated with increased respiratory illnesses. Encourage proper hygiene like hand washing and staying home when sick. Provide employees with support and the resources they need when taking a sick day. Get tips from the CDC [here](#).
3. **Check your HVAC system.** Cleaning ducts and regular maintenance on the HVAC system can ensure indoor air quality is good and the system is ready for fall/winter use. ***Did you know?*** *The average cost to clean the air ducts in a residential home is between \$450 and \$1,000. Air duct cleaning in the workplace or at home is important for the proper functioning of central air conditioning and heating systems. It can also help improve energy efficiency.*
4. **Monitor carbon monoxide.** With CO poisoning peaking in the colder months, use a functioning carbon monoxide detector to monitor for this odorless and colorless gas. Only use generators outdoors and away from windows, and don't heat your home or workspace with a gas oven or stovetop. Get a list of recommended CO monitors [here](#).
5. **Ensure good visibility around the workplace.** With the sun setting earlier, check the lights in parking lots and around sidewalks and walkways to make sure they turn on early enough to provide adequate visibility. When driving, be sure to clean both inside and outside of car windows. Dirty windows can make it difficult to see, increasing the risk of an accident.
6. **Encourage work-life balance.** Beginning a new school year, reduced daylight, and the holidays can bring on increased stress. Offer mental health resources and provide your employees with the flexibility to take care of personal needs.
7. **Have a snowstorm preparedness plan.** Sometimes winter weather sneaks its way into the fall months. Prepare ahead of time by checking for cracks or leaks in windows, around doors, on the roof, and apply extra insulation if possible. Also know how to shut off water valves in case of pipe bursts.
8. **Practice proper shoveling.** If snowfall does come early, avoid overexerting yourself when shoveling as this can increase your risk of a heart attack. Get safe shoveling tips [here](#).
9. **Protect from cold weather.** If working outside, avoid prolonged exposure to cold weather. Dress in layers and protect your head, hands, feet, ears, and nose. Stay hydrated if you're outside for a long time and avoid tight clothing. Wear appropriate footwear, like lightweight boots with good support, and consider snow grips in snowy or icy conditions.

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!!