

## 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.

## OSHA/CONSTRUCTION/DOL NEWS SUMMARY

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- ▶ **NSC Releases Report on Heat Hazards in the Crane Industry** [read more...](#)
- ▶ **How to Plan for Workplace Emergencies and Evacuations** [read more...](#)



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

*A new topic every month.....*

**Know Your Rights: Workplace Discrimination is Illegal** [read more...](#)

### Your Right to Know

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

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

- ▶ **CVSA's Brake Safety Week – Aug. 24-30** [read more...](#)

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### TRANSPORTATION NEWS SUMMARY

## TRANSPORTATION NEWS SUMMARY cont'd

- ▶ **Truck History Reports** — Look up reported accidents, inspection violations, insurance claim, owner history and more. [read more...](#)
- ▶ **Bill to allow Positive Hair Drug Tests** to be entered into FMCSA's Drug & Alcohol Clearinghouse [read more...](#)
- ▶ **Cone Zones** are everywhere right now! ... [read more...](#)
- ▶ **Colo. Law: Move Over for Me ~ IT'S THE LAW ~** [read more...](#)
- ▶ **Proposed Revisions to DataQs Requirements for MCSAP Grant Funding** [read more...](#)
- ▶ **DOT Amends Oral Fluid Drug Testing Procedures** [read more...](#)
- ▶ **FMCSA Issues Temporary Waiver to Support NRII Transition** [read more...](#)
- ▶ **Click It or Ticket SEAT BELT ENFORCEMENT PERIOD RESULTS IN 2,428 CITATIONS** [read more...](#)
- ▶ **Drivers and DOT safety ratings** [read more...](#)
- ▶ **NHTSA Announces Traffic Fatalities Decreased in the First Quarter of 2025** [read more...](#)

## MSHA NEWS SUMMARY

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



## MONTHLY SAFETY & HEALTH TIP NEWS SUMMARY

- ▶ **The Power of Positive Thinking** [read more...](#)

Think  
Do ~ Positive  
Be

## 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)***> DRUG & ALCOHOL REASONABLE SUSPICION SUPERVISOR****TRAINING COURSE(DOT/FMCSA/PHMSA)**

The Reasonable Suspicion for Drug & Alcohol training course is required for all DOT regulated supervisors to assist them with recognition of drugs and alcohol in the workplace. Topics include drug use and abuse, alcohol use, proper steps to conduct a reasonable suspicion observation, and reasonable suspicion testing requirements and documentation.

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

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

- **\*PEC Safeland Basic Orientation: NEW 2021 SAFELAND:** Aug 4 (*all virtual*), 12, 25; 8 – 4:30;
- **\*First Aid/CPR/AED/BLOODBORNE PATHOGENS (We offer MEDIC FIRST AID):** Aug 18, 26; 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]:** Aug 18, 26; 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](http://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](http://www.mjslegacysafety.com)

Jeremy  
720-203-6325  
Carrie  
720-203-4948

Want to schedule a class  
On-Site at your Facility...

~ or ~

Attend a class at our  
Training Center?

Just give us a call !!

**Need Help With**

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

**CALL US!!!**

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

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

**SOURCES FOR THIS ISSUE INCLUDE:**

OSHA  
FMCSA  
MSHA  
ISHN  
EHS Daily Advisor  
NIOSH  
US DOL  
Rick Argudin,CSP  
National Safety Council  
CDLLIFE  
LANDLINE.MEDIA  
DOT  
CDOT  
CVSA  
NHTSA  
The Trucking Alliance  
Rock Products  
Verywell mind

► MJS Legacy Safety can help guide you through training requirements. Call us! ◀

## Drug Testing

More and more of the 3<sup>rd</sup> 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.

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

**Give us a call!**

**DEADLINE WAS MARCH 2<sup>ND</sup>**

## 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.

**Employers must post their most recent Summary of Work-Related Injuries and Illnesses (Form 300A) from February 1 through April 30 in a visible location for their employees' awareness.**

OSHA provides a [secure website](#) that offers three options for injury and illness data submissions. If your establishment is required to submit this data, you must use **OSHA's Injury Tracking Application**, or ITA. At this link you'll find detailed information on the following:

- Launch the Application
- Who is covered by this reporting requirement?
- Job Aids (How-To)
- What must covered establishments submit?
- When must covered establishments submit their completed Form 300A?
- How do I submit my establishment data?
- FAQs

All **current and new account holders** must **connect your ITA account to a [Login.gov account](#) with the same email address in order to submit your data.**

**Need more assistance?** Use the [help request form](#).

To report safety and health violations, file a complaint, or ask safety and health questions, call 800-321-6742 or visit [osha.gov/ContactUs](#).

OSHA's Form 300A (Rev. 04/2004)  
Summary of Work-Related Injuries and Illnesses

| Number of Cases        |                                                |                                                        |                                        |
|------------------------|------------------------------------------------|--------------------------------------------------------|----------------------------------------|
| Total number of deaths | Total number of cases with days away from work | Total number of cases with job transfer or restriction | Total number of other recordable cases |
| 0                      | 0                                              | 0                                                      | 0                                      |
| (00)                   | (00)                                           | (0)                                                    | (00)                                   |

| Number of Days                      |                                                     |
|-------------------------------------|-----------------------------------------------------|
| Total number of days away from work | Total number of days of job transfer or restriction |
| 0                                   | 0                                                   |
| (00)                                | (0)                                                 |

Injury and Illness Types



**August 11-17, 2025 – [sign up now](#)**

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

### Develop your Safety + Health Program

Why is it important?

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

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

#### Safety and health programs help businesses:

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

#### Core Elements of a Workplace Safety and Health Program



[Management Leadership](#)



[Worker Participation](#)



[Find & Fix Hazards](#)

# Training Saves Lives



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

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

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

— Give Carrie or Jeremy a call —

## US Department of Labor Updates Penalty Guidelines to Support Small Businesses and Eliminate Workplace Hazards

*Penalty adjustments aim to improve workplace safety*

The U.S. DOL has updated its guidance on penalty and debt collection procedures in the [Occupational Safety and Health Administration's Field Operations Manual](#) in an effort to minimize the burden on small businesses and increase prompt hazard abatement.

*"All employers should be offered the opportunity to comply with regulations that help maintain a safe working environment," said Deputy Secretary of Labor Keith Sonderling. "Small employers who are working in good faith to comply with complex federal laws should not face the same penalties as large employers with abundant resources. By lowering penalties on small employers, we are supporting the entrepreneurs that drive our economy and giving them the tools they need to keep our workers safe and healthy on the job while keeping them accountable."*

The new policy, [outlined in the Penalties and Debt Collection section of OSHA's Field Operations Manual](#), increases penalty reductions for small employers, making it easier for small businesses to invest resources in compliance and hazard abatement. For example, a penalty reduction level of 70%, which was previously only applicable for businesses with 10 or fewer employees, will now be expanded to include businesses who employ up to 25 employees. The revisions also include new guidelines for a 15% penalty reduction for employers who immediately take steps to address or correct a hazard.

Additionally, the updated policy expands the penalty reduction for employers without a history of serious, willful, repeat, or failure-to-abate OSHA violations. Under OSHA's revised policy, employers who have never been inspected by federal OSHA or an OSHA State Plan, as well as employers who have been inspected in the previous five years and had no serious, willful, or failure-to-abate violations, are eligible for a 20% penalty reduction.

The new policies are effective immediately. Penalties issued before July 14, 2025, will remain under the previous penalty structure. Open investigations in which penalties have not yet been issued are covered by the new guidance.

OSHA retains the right to withhold penalty reductions where penalty adjustments do not advance the goals of the Occupational Safety and Health Act.

### SAFETY AT EVERY LEVEL

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

**MJS Legacy Safety can help! Give us a call!**

# Working at Height: 7 ESSENTIAL PARTS OF AN IN-HOUSE RESCUE PLAN

Employees who work at height face the perilous danger of falling.

A personal fall arrest system can provide protection to eliminate or mitigate the possibility of creating a situation that leads to a condition known as suspension trauma or orthostatic intolerance.



Preventing this situation is why a fall rescue plan is critical. To prepare employees for a rescue scenario, many organizations are developing in-house rescue policies and procedures.

A peer-reviewed article in ASSP's *Professional Safety Journal* by Rick Argudin, CSP, a senior training specialist at 3M, titled "*Rescue Planning: Safety Recommendations for Organizational Rescue Teams*," offers a framework for building an in-house safety plan.

**A good plan includes these components:**

- Preparation and inspection of all gear
- Leader/team roles assigned and practiced
- All hazards identified and controlled
- Nothing left to chance

While such a plan should be comprehensive, it shouldn't be complex. "*The goal of a rescue initiative should be to keep the process simple and safe*," Argudin says.

He identifies seven essential components that an organization should include in its in-house rescue plan.

## 1. Achieve Organizational Commitment

The best rescue plan for employees working at height is one that has the organization's full support. To earn corporate buy-in, Argudin recommends that rescue plan achieve the following:

- *Reduce costs and improve productivity. Business leaders are always looking to make operations more efficient, cost-effective and prosperous, Argudin says. Safety supports these initiatives. Falls are costly and include "direct and hidden costs such as time lost by workers not injured; overtime work or other activities necessitated by the incident; decreased output of the injured worker; and new worker learning period."*
- *Ensure compliance with regulations. OSHA regulations require rescue plans and ANSI/ASSP Z359.4 provides key guidance as well. According to OSHA, employers must provide for "prompt rescue of employees in the event of a fall or shall assure that employees are able to rescue themselves."*

## 2. Include Incident Response Planning

Once an organization recognizes the importance of planning, the next step is to effectively prepare for unforeseen incidents. That's why planning for a coordinated response to falls from height is a best practice. "The objective is to always be ahead of the curve," Argudin writes.

He recommends a "complete, comprehensive analysis of hazards" that reviews both "pre-incident and post-incident conditions to create the best plan of action." Procedures for emergency responses must be documented in operational incident response plans.

## 3. Ensure the Safety and Compatibility of Operational Equipment

When organizations are selecting and using equipment in their rescue plans, they need to consider several elements related to the safety of the worker who fell and those performing the rescue.

- *Ensure simplicity and compliance with performance testing standards. This is a key consideration when selecting equipment to incorporate into incident response planning.*
- *Conduct a feasibility analysis of the equipment needed. Additionally, an organization should base equipment selection on a thorough review of the potential location of the rescue, anticipated conditions and possible limitations for use.*
- *Make sure rescue systems are readily available, in operational condition and accessible to trained individuals. Using a comprehensive inspection and readiness evaluation process is an effective way to accomplish this.*

#### 4. Training Is Key

*"No amount of planning or equipment purchases can substitute the importance of a comprehensive and engaged training program," Argudin writes.*

According to the ANSI/ASSP Z359 series of fall protection/restraint voluntary consensus standards, a comprehensive rescue training course should include instructional guidance, performance assessments, identification of fall hazards and methods of safely releasing rescue subjects from fall arrest systems. Argudin offers these tips for creating an effective training program.

- *Focus training on performance-based exercises that help rescue team members develop confidence.*
- *Use real-world examples of rescue scenarios to engage trainees in a "real-time" execution of various crisis situations.*
- *Use repetition and periodic drills to help team members practice key skills and recognize potential obstacles they may encounter.*
- *Emphasize the need to adapt, improvise and adjust during a rescue operation.*
- *Reevaluate training programs annually.*

#### 5. Develop Relationships with Local First Responders to Create Mutual Aid Agreements

Your organization should inform local first responders of the in-house plan, but they can also play an active role in a rescue, according to Argudin. They can arrive on scene and serve as backup should the rescue team encounter any issues or support the next step in the command structure by providing medical aid.

By establishing a working relationship with local municipalities (e.g., fire, emergency medical services), you can accomplish several goals: All parties involved have a copy of the plan, direct communication channels are clarified and disruptions to the incident command structure are eliminated.

*"No matter what the actual roles are, the benefits of coordinated efforts far outweigh not having an agreement," Argudin explains.*

#### 6. Establish a Written Rescue Plan

To develop rescue procedures, Argudin recommends "training using a hierarchy approach to rescue, a thought process designed to systematically provide the planner with safe options based on the post-fall environment." This includes:

- *Self-rescue*
- *Mechanically aided rescue*
- *Rescuer-assisted systems*
- *A rescuer-descending pick-off technique*

When following this order, you implement simple solutions first and progressively increase the complexity, he says. By selecting pre-engineered systems, you can substitute some technical aspects of high-angle rescue with user-friendly options.

#### 7. Additional Rescue Safety Considerations

*"Any work performed at height should have safety as its primary concern," Argudin writes.*

During a rescue, you can achieve this by designating a trained person who can identify the resources necessary to conduct a safe, effective rescue from heights and verify that those resources are available for a prompt rescue. Such an individual should:

- *Have comprehensive knowledge of incident hazards, applicable regulations and standards, the company rescue plan and recognized safety practices and risk management criteria, including what constitutes unacceptable levels of risk.*
- *Be responsible for performing or assisting in workplace rescues; verifying that a rescue procedure has been developed; inspecting the rescue equipment prior to a rescue event; and be trained to recognize local fall hazards that may endanger the rescuer during rescue operations.*
- *Consider medical issues in accordance with regulatory requirements.*

**With these seven essential parts included in your in-house rescue plan, combined with appropriate fall protection, your organization can safeguard employees working at height.**

# US Department of Labor Renews National Emphasis Program to Address Amputations in Manufacturing

## CRITICAL STEPS TO AMPUTATION PREVENTION

The U.S. Department of Labor's Occupational Safety and Health Administration is renewing its [National Emphasis Program on Amputations in Manufacturing Industries](#) focused on preventing amputations in manufacturing workplaces.

Under the renewed program – which aims to find and reduce dangers that could lead to amputations and other injuries in the manufacturing sector – OSHA will conduct inspections of manufacturing facilities to ensure compliance with safety practices while operating, servicing, or maintaining machines. This includes controlling dangerous energy sources and making sure machines are properly guarded to prevent amputations. The program looks at companies using machinery that pose a risk of amputation.

Significant changes in the updated emphasis program include:

- An updated list of North American Industry Code System establishment codes identified for inclusion in the program.
- Allowing establishments that had an inspection under the NEP in the previous 24 months and did not report an amputation to be deleted from the programmed inspection list.
- Revisions to the OSHA Information Systems coding instructions.

The updated program will replace the previous version that is set to end on June 27, 2025, and will be in place for five years from the effective date.

## Machine Guarding (Amputation Prevention)

Moving machine parts have the potential to cause severe workplace injuries, such as crushed fingers or hands, amputations, burns, or blindness. Safeguards are essential for protecting workers from these preventable injuries. Any machine part, function, or process that may cause injury must be safeguarded.

When the operation of a machine or accidental contact injure the operator or others in the vicinity, the hazards must be eliminated or controlled. The [links](#) below contain general information on the various hazards of mechanical motion and techniques for protecting workers.

### Standards

Machine guarding hazards are addressed in specific OSHA standards for agriculture, general industry, maritime, and construction.

### Hazard Recognition

Provides references that may aid in recognizing hazards from ineffective machine guarding.

### Possible Solutions

Highlights references that provide possible solutions for machine guarding hazards.

### Additional Resources

Provides links and references to additional resources related to machine guarding.

## US Department of Labor Urges Safe Practices During Trench and Excavation Work

11 trench-related fatalities have been reported in 2025

Following a recent series of trench collapses in the Midwest, the U.S. DOL's [Occupational Safety and Health Administration](#) is urging workplaces to take the necessary steps to safeguard workers from well-known industry hazards that can be prevented when the required protections are used.

Soil can be heavy – one cubic yard can weigh as much as a car – so it is important to know and test the type of soil at every worksite before work begins.

Large amounts of rain can impact soil and significantly increase the weight, causing it to become more hazardous and likelier to collapse.

NEVER enter a trench unless you are trained to recognize the hazards and it has been inspected by a competent person. Trench collapses, or cave-ins, can be prevented by taking the following steps:

- SLOPE or bench trench walls at an angle inclined away from the excavation.
- SHORE trench walls by installing aluminum hydraulic or other types of supports to prevent soil movement.
- SHIELD trench walls with trench boxes or other types of supports to prevent soil cave-ins.



# Ergonomics in Welding: DESIGNING WORKSPACES FOR COMFORT AND EFFICIENCY

Ergonomics is fundamental to welding, where long hours, awkward postures and repetitive motions can take a severe toll on workers. Without proper ergonomic design, staff are at high risk for musculoskeletal disorders, fatigue, and long-term injuries that impact health and productivity. A well-designed workspace with adjustable stations and proper seating can significantly reduce these risks.

Prioritizing comfort and efficiency boosts productivity, lowers injury-related downtime and creates a safer, more sustainable work environment. Investing in ergonomics ensures welders can work safer and with fewer aches at the end of the day.

## Key Principles of Ergonomic Welding Workspaces

An ergonomic space starts with three key principles — adjustability, proper posture and an optimized work environment. Adjustable workstations and seating allow welders to modify their setup to fit their bodies, reducing unnecessary strain on muscles and joints.

Meanwhile, proper posture helps prevent common musculoskeletal disorders like carpal tunnel syndrome and shoulder strain. These include keeping the spine neutral, minimizing awkward angles and avoiding excessive reaching. A well-designed work environment — including adequate lighting and anti-fatigue flooring — further enhances safety and comfort by ensuring people can focus on precise work without unnecessary physical stress.

Many of these injuries develop over time [due to poor workstation design](#), overexertion and repetitive motions. Without proper support, welders can experience discomfort, leading to chronic pain and reduced productivity. Implementing best practices can lower injury rates, reduce fatigue and improve efficiency. Likewise, a workspace designed for comfort protects workers and enhances job performance, creating a safer, more sustainable work environment.

## Designing an Ergonomic Welding Workspace

Creating an ergonomic workspace starts with creating a setup that minimizes strain and maximizes efficiency. From adjustable workstations and tools to proper lighting and ventilation, every element can help optimize productivity.

### Adjustable Workstations and Seating

Height-adjustable tables and seats are handy for reducing strain and improving comfort on the job. Allowing welders to customize their setup helps prevent excessive bending and awkward postures, which contribute to back, neck and shoulder pain. Adjustable seating also provides better support for precision tasks, reducing fatigue and improving focus.

For those who spend long hours on their feet, anti-fatigue mats add another layer of protection by absorbing impact, improving circulation, and reducing pressure on the legs and lower back. These solutions create a more comfortable and efficient sustainable work environment that prioritizes productivity and worker well-being.

## What is Ergonomics?

*Ergonomics is the science and practice of designing jobs or workplaces to match the capabilities and limitations of the human body.*



## Proper Tool and Equipment Selection

Ergonomically designed welding torches and lightweight personal protective equipment (PPE) minimize fatigue and prevent strain-related injuries. Lighter torches with balanced weight distribution and comfortable grips reduce stress on the hands and wrists, making long sessions more manageable. Modern PPE — including auto-darkening

helmets and breathable protective clothing — enhances safety without adding unnecessary weight.

Beyond tools and gear, automation and robotics assistance transform ergonomics by taking over repetitive tasks that often lead to injury. Collaborative robots are especially valuable, as they work [safely alongside humans using proximity sensors](#) and emergency stops that halt operations when necessary. Reducing repetitive motion and heavy lifting helps welders focus on more complex tasks while improving safety and precision.

## Ventilation and Air Quality

Fume extraction systems maintain air quality and reduce respiratory strain in work environments. Hot air welding — one of the most popular joining methods — works by [melting the surface of materials](#) using heated air, which generates fumes that can be harmful when inhaled over time. Without proper ventilation, workers face increased risks of lung irritation and long-term respiratory issues.

To maximize safety without compromising visibility, exhaust systems should be strategically positioned to pull fumes away from the welder's breathing zone while keeping the workspace clear. A well-designed fume extraction setup protects staff and improves efficiency and compliance with safety regulations.

## Lighting and Visibility

Proper lighting reduces eye strain, improves accuracy and ensures a safer environment. Poor lighting forces employees to reposition frequently and struggle with visibility, leading to fatigue and mistakes. One major hazard is Welder's Flash — a painful condition caused by [exposure to intense UV radiation](#) from welding arcs, which can burn the cornea and cause temporary vision loss.

Team members can prevent this by minimizing shadows and glare without interfering with their line of sight. Overhead lights with diffused illumination provide consistent brightness, while angled task lighting enhances visibility without harsh reflections. A well-lit workspace protects people's vision, improves weld quality and enhances workplace safety.



## Training and Best Practices for Ergonomic Safety

Safety managers must prioritize education on posture awareness and injury prevention strategies to ensure long-term worker well-being. Here are best practices that lower injury risks and improve productivity:

**Incorporate stretching and microbreaks:** Teach workers to take short breaks and perform simple stretches to relieve muscle tension and prevent repetitive strain injuries.

**Promote proper tool handling:** Educate welders on using ergonomic torches, lightweight PPE, and anti-vibration gloves to reduce hand and wrist fatigue.

**Implement job rotation:** Rotate tasks to prevent repetitive motion injuries and reduce prolonged stress on specific muscle groups.

**Train on safe lifting techniques:** Provide guidance on proper lifting postures and mechanical assistance to avoid back strain when moving heavy materials.

**Conduct regular ergonomic assessments:** Encourage routine workspace evaluations to identify potential risks and make necessary adjustments.

## Investing in Ergonomics Leads to More Productive Workplaces

Safety managers are crucial in creating a healthier, more efficient work environment by investing in ergonomic improvements. Meanwhile, conducting a thorough assessment identifies risks and reduces strain-related injuries. Making strategic adjustments allows companies to boost worker well-being, lower absenteeism and increase long-term efficiency.



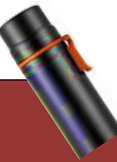
## Heat-Related Illnesses and First Aid

Several heat-related illnesses can affect workers. Some of the symptoms are non-specific. This means that when a worker is performing physical labor in a warm environment, any [unusual symptom](#) can be a sign of overheating.

Employers and workers should become familiar with the heat symptoms. When any of these symptoms is present, promptly provide first aid. Do not try to diagnose which illness is occurring. Diagnosis is often difficult because symptoms of multiple heat-related illnesses can occur together. Time is of the essence. These conditions can worsen quickly and result in fatalities.

When in doubt, cool the worker and call 911.

**Heat Illness Prevention**



### Keeping Workers Well-Hydrated Why Hydration is Important

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

[PDF flyer for your workplace](#)

## Worker Exposure to Silica during Countertop Manufacturing, Finishing and Installation

**Crystalline silica** is a common mineral found in the earth's crust. Materials like sand, stone, concrete, and mortar contain crystalline silica. It is also used to make products such as glass, pottery, ceramics, bricks, and artificial stone.

**Respirable crystalline silica** – very small particles at least 100 times smaller than ordinary sand you might find on beaches and playgrounds – is created when **cutting, sawing, grinding, drilling, and crushing stone, rock, concrete, brick, block, and mortar.**

Activities such as **abrasive blasting with sand; sawing brick or concrete; sanding or drilling into concrete walls; grinding mortar; manufacturing brick, concrete blocks, stone countertops, or ceramic products; and cutting or crushing stone result in worker exposures to respirable crystalline silica dust. Industrial sand used in certain operations, such as foundry work and hydraulic fracturing (fracking), is also a source of respirable crystalline silica exposure. About 2.3 million people in the U.S. are exposed to silica at work.**

**Workers who inhale these very small crystalline silica particles are at increased risk of developing serious silica-related diseases, including:**

- *Silicosis, an incurable lung disease that can lead to disability and death;*
- *Lung cancer;*
- *Chronic obstructive pulmonary disease (COPD); and*
- *Kidney disease.*

To protect workers exposed to respirable crystalline silica, **OSHA** has issued two respirable crystalline silica standards: [one for construction](#), and the other for [general industry and maritime](#).

See more information at: ▪ [Silica, Crystalline Overview and resources](#) ▪ [HAZARD ALERT](#) (pdf) ▪ [HAZARD ANALYSIS](#) (pdf)

# OSHA Proposes Significant Deregulation, Eliminating Many Regulatory Requirements



## Overview of OSHA's Deregulatory Initiative

On July 1, 2025, the **Occupational Safety and Health Administration (OSHA)** **announced** a comprehensive deregulatory initiative, proposing to eliminate or revise numerous workplace safety and health regulations deemed outdated, duplicative, or unnecessarily inflexible. The proposals are likely in response to the April Request for Information soliciting ideas for deregulation issued by the Office of Management and Budget and reflect the Trump Administration's ongoing focus on regulatory streamlining.

## Key Proposals

### Reinterpretation of the General Duty Clause

A central element of **OSHA's** deregulatory package is a reinterpretation of [Section 5\(a\)\(1\)](#) of the **Occupational Safety and Health Act**, commonly known as the **General Duty Clause**. Historically, this provision has served as a catch-all enforcement tool for recognized workplace hazards not specifically addressed by **OSHA** standards. Under the new proposal, **OSHA** seeks to codify a narrower interpretation of the clause, excluding from enforcement those hazards that are inherent and inseparable from the core nature of a professional activity or performance. **OSHA** notes that this shift aligns with the dissenting opinion of then-Judge Brett Kavanaugh in the 2014 *SeaWorld of Florida, LLC v. Perez* decision, and reflects **OSHA's** reassessment of its authority in light of recent administrative and constitutional developments.

### Revisions to Respiratory Protection Standards

**OSHA** is also seeking to revise its **Respiratory Protection Standard** ([29 CFR 1910.134](#)). The primary focus of this proposal is to remove the requirement for medical evaluations for employees who are required to use either filtering facepiece respirators (FFRs) or loose-fitting powered air-purifying respirators (PAPRs). This change would not affect the medical evaluation requirements for other types of respirators (e.g., tight-fitting air-purifying or supplied-air respirators).

**OSHA's** current standard requires employers to provide a medical evaluation to determine an employee's ability to use a respirator before fit testing or use in the workplace. This requirement was based on the potential for adverse health effects from respirator use, even for healthy employees, and was considered the best practice at the time the standard was developed. **OSHA** now finds that the evidence supporting the need for medical evaluations for FFRs and loose-fitting PAPRs is lacking, citing lack of epidemiological evidence that medical evaluations prevent adverse health outcomes for users of FFRs and PAPRs. All other provisions of the **Respiratory Protection Standard**, including hazard assessment, respirator selection, fit testing, training, and maintenance, would remain in effect. Additional changes to respirator requirements are also proposed within multiple substance-specific standards including lead, asbestos, benzene, formaldehyde, and others.

### Revisions to Ethylene Oxide Standard

Proposed revisions to **OSHA's** Ethylene Oxide (EtO) Standard ([29 CFR 1910.1047](#)) are intended to modernize and streamline respirator requirements. The primary goals are to enhance flexibility in respirator selection, reduce unnecessary prescriptive requirements, and to align the EtO Standard more closely with **OSHA's** general Respiratory Protection Standard ([29 CFR 1910.134](#)) discussed above.

The EtO Standard contains specific requirements for respirator use that are interpreted to have become outdated or duplicative due to advances in technology and the evolution of **OSHA's** general respiratory protection requirements. Proposed changes will remove duplicative and prescriptive provisions that specify when respirators may be used; remove prohibitions on certain respirators to broaden employers' choice in respirator selection; and defer to the general Respiratory Protection Standard for most programmatic requirements, including selection, fit testing, training, and medical evaluation.

## Summary of Other Significant Proposals

The deregulatory effort extends to several other OSHA standards, including:

- **Construction Illumination:** Proposal to remove minimum illumination requirements for construction sites, finding that the standard does not significantly reduce worker risk.
- **Safety Color Code:** Proposal to eliminate certain safety color code requirements, asserting that relevant hazards are adequately addressed by other federal, state, and local regulations.
- **COVID-19 Emergency Temporary Standard:** Proposal to formally remove the ETS and associated recordkeeping provisions from the Code of Federal Regulations. OSHA ceased enforcement of the ETS at the end of 2021, and the Biden Administration subsequently abandoned plans for a permanent COVID-19 rule.
- **Withdrawal of Musculoskeletal Disorder Recordkeeping:** Withdrawal of a longstanding proposal to amend the OSHA 300 Log to include a column for work-related musculoskeletal disorders, citing resource constraints and competing regulatory priorities, despite recommendations from the Government Accountability Office to improve injury data collection.

## Outlook

**OSHA's** proposed deregulatory actions represent a significant shift in federal workplace safety policy, with implications for employers across a range of industries. While the agency asserts that these changes will streamline compliance and better reflect current technology and practices, companies should closely monitor **OSHA's** ongoing rulemaking process and be prepared to adapt their workplace safety programs accordingly.

## NSC Releases Report on Heat Hazards in the Crane Industry

The National Safety Council (NSC), in partnership with the NCCCO Foundation, has published "[Addressing Heat Stress in the Crane Industry](#)," a new report that aims to help employers combat heat-related injuries and illnesses, the group announced July 3.

The report, published through the NSC's Work to Zero initiative, offers targeted recommendations to protect crane workers from high-heat hazards, including:

- **Comprehensive approach.** Effective heat stress management requires a holistic approach combining on-site prevention, environmental monitoring, and clearly defined heat safety policies and procedures.
- **Work practice adjustments.** Implementing small but strategic changes can significantly reduce risk, such as structured work/rest cycles, cooling stations, or acclimatization schedules.
- **Worker education.** Education and training are critical in addressing individual vulnerabilities related to hydration, medical history, and substance use.
- **Technology integration.** Wearable devices and lone worker technologies offer real-time alerts and hazard monitoring for added protection.

The Work to Zero and NCCCO Foundation surveyed more than 2,000 crane personnel. Three in four respondents reported being "likely" or "very likely" to have experienced heat stress or illness while working.



## How to Plan for Workplace Emergencies and Evacuations



Nobody expects an **emergency or disaster** -- especially one that affects them, their employees, and their **business personally**. Yet the **simple truth is that emergencies and disasters can strike anyone**, anytime, and **anywhere**. You and your **employees could be forced** to evacuate your **company** when you least expect it. The **best way to protect yourself, your workers, and your business is to expect the unexpected and develop a well thought-out emergency action plan to guide you when immediate action is necessary**.

### What is a workplace emergency?

A **workplace emergency** is an **unforeseen situation that threatens your employees, customers, or the public; disrupts or shuts down your operations; or causes physical or environmental damage**. **Emergencies may be natural or manmade** and include the **following**: *Floods, Hurricanes, Tornadoes, Fires, Toxic gas releases, Chemical spills, Radiological accidents, Explosions, Civil disturbances, and Workplace violence resulting in bodily harm and trauma.*

### How do you protect yourself, your employees, and your business?

The **best way is to prepare to respond to an emergency before it happens**. Few people can think clearly and logically in a crisis, so it is **important to do so in advance**, when you have time to be thorough.

### What is an emergency action plan?

An **emergency action plan** covers designated actions **employers and employees** must take to **ensure employee safety from fire and other emergencies**. Not all **employers are required** to establish an **emergency action plan**. (See page 17 of the booklet). Even if you are not specifically required to do so, **compiling an emergency action plan is a good way to protect yourself, your employees, and your business during an emergency**. Putting together a **comprehensive emergency action plan that deals with all types of issues specific to your worksite is not difficult**. You may find it **beneficial to include your management team and employees** in the process. **Explain your goal of protecting lives and property in the event of an emergency**, and ask for their **help in establishing and implementing your emergency action plan**. Their commitment and support are **critical to the plan's success**.

This **booklet, [OSHA 3088](#)**, is designed to **help you, the employer, plan for that possibility**.

# 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.



## Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

### Who is Protected?

- Employees (current and former), including managers and temporary employees
- Job applicants
- Union members and applicants for membership in a union

### What Organizations are Covered?

- Most private employers
- State and local governments (as employers)
- Educational institutions (as employers)
- Unions
- Staffing agencies

**What Types of Employment Discrimination are Illegal? Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:**

- Race
- Color
- Religion
- National origin
- Age (40 and older)
- Disability
- Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)
- Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)
- Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding
- Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation

[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)

## CVSA's Brake Safety Week – Aug. 24-30

**CVSA BRAKE  
SAFETY WEEK**

Law enforcement personnel in Canada, Mexico and the U.S. will conduct commercial motor vehicle inspections, educate drivers and motor carriers about the importance of brake safety, and provide brake

inspection and violation data to the **Commercial Vehicle Safety Alliance** (CVSA) for this year's Brake Safety Week, scheduled for Aug. 24-30.

CVSA-certified inspectors will conduct routine commercial motor vehicle inspections throughout the week (primarily [Level IV Inspections](#)), focusing on brake systems and components. In addition, inspectors will focus on [drums and rotors](#), (download the flyer in [English](#), [French](#) or [Spanish](#)), the emphasis for this year's brake-safety initiative. Brake drum and rotor issues may affect a vehicle's brake efficiency. Broken pieces of drums and rotors may become dislodged from the vehicle enroute and damage other vehicles or result in injuries or fatalities to the motoring public.

Commercial motor vehicles found to have brake-related out-of-service violations, or any other out-of-service violations, will be removed from roadways until those violations are corrected.

During Brake Safety Week, inspectors will capture data about commercial motor vehicle inspections, brake systems and components, and brake-related violations and report that data to CVSA. Some jurisdictions will use [performance-based brake testers \(PBBT\)](#) to assess the braking performance of vehicles and submit PBBT-specific data to the Alliance. CVSA will collect and analyze all data and report the [results](#) publicly later this year.

In addition, brake-safety educational efforts by inspectors, motor carriers and others in the industry take place during Brake Safety Week and are integral to the success of the campaign. CVSA also offers [resources](#) to help drivers, motor carriers, owner-operators and mechanics prepare for Brake Safety Week.

Brake Safety Week aims to improve commercial motor vehicle brake safety throughout North America. The goal is to eliminate roadway crashes by conducting roadside inspections and educating drivers, mechanics, large- and small-fleet motor carriers, owner-operators, and others on the importance of proper brake inspection, maintenance and operation.



# CMV Driver Hiring Requirements

## 6.1 Hiring Qualified Drivers (Part 391)

Motor carriers must ensure and verify that their CMV drivers meet the minimum requirements specified in [49 CFR 391](#) before operating a vehicle. CMV owner-operators must comply with both rules that apply to motor carriers and rules that apply to drivers. An owner-operator is a person who operates a CMV under his or her own authority (U.S. DOT Number), as both a motor carrier and self-employed driver.

To drive a CMV in interstate commerce, drivers must comply with the general qualifications outlined in [49 CFR 391.11](#), including:

- Be at least 21 years of age.
- Speak and read English satisfactorily to:
  - Converse with the general public;
  - Understand traffic signs and signals;
  - Respond to official questions; and
  - Make legible entries on reports and records.
- Drive the vehicle safely.
- Be physically qualified to perform all duties of a driver.
- Have only one valid commercial motor vehicle operator's license issued by one State or jurisdiction.
- Pass a driver's road test or equivalent.
- Is not disqualified to drive a commercial motor vehicle under the rules in 49 CFR 391.15.

### 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.**

**A disqualified driver must not drive a commercial motor vehicle for any reason. See [49 CFR 391.15](#).**

### 6.1.3 Common Violations

The following table lists some of the most common driver qualification violations.

| Violation                                                                                                                               | Relevant CFR           |
|-----------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| No medical certificate in driver's possession, and operating a property-carrying vehicle without possessing a valid medical certificate | <a href="#">391.41</a> |
| Expired medical examiner's certificate                                                                                                  | <a href="#">391.45</a> |
| Driver does not have a valid operator's license for the CMV being operated                                                              | <a href="#">391.11</a> |
| Driver cannot read or speak the English language sufficiently to respond to official inquiries                                          | <a href="#">391.11</a> |
| Driver lacking physical qualification(s)                                                                                                | <a href="#">391.11</a> |
| Driver operating a CMV without proper endorsements or in violation of restrictions                                                      | <a href="#">391.11</a> |
| Driving a CMV while disqualified—suspended for safety-related or unknown reason and in the State of driver's license issuance           | <a href="#">391.15</a> |
| Driving a CMV while disqualified—suspended for a non-safety-related or unknown reason and in the State of driver's license issuance     | <a href="#">391.15</a> |
| Driving a CMV in Interstate Commerce and driver is less than 21 years of age                                                            | <a href="#">391.11</a> |
| Driving a CMV while disqualified—suspended for a safety-related or unknown reason and outside the driver's license State of issuance    | <a href="#">391.15</a> |

**[See the complete FMCSA Motor Carrier Safety Planner](#)**

## Bill would allow Positive Hair Drug Tests to be entered into FMCSA's Drug & Alcohol Clearinghouse

An Arkansas Congressman introduced legislation that would allow positive drug screenings obtained through hair testing to be entered into the **Federal Motor Carrier Safety Administration's** (FMCSA) online drug and alcohol database.

On July 10, Rep. Eric A. Crawford introduced [H.R.4320](#), a bill that would “amend [title 49, United States Code](#), to allow for the **submission of positive hair drug test results** to the **Drug and Alcohol Clearinghouse** of the **Federal Motor Carrier Safety Administration**, and for **other purposes**.”

Many carriers choose to administer hair tests to truck drivers, but they are not currently permitted to enter those test results into the **FMCSA's Drug and Alcohol Clearinghouse**. Current **U.S. Department of Transportation (DOT)** rules only require safety sensitive workers to pass a urinalysis or oral fluid test, and the **FMCSA** will not permit the results of non-DOT required testing to be entered into the Clearinghouse.

**“Only results of DOT drug or alcohol tests or refusals conducted under the authority of [49 CFR part 382](#) may be reported to the Clearinghouse. While employers may conduct drug and alcohol testing that is outside the scope of the DOT testing requirements, positive test results or refusals for non-DOT testing may not be reported to the Clearinghouse,”** [the agency said](#).

Hair testing is believed to have a much longer detection period of up to 90 days for certain narcotics, versus two to three days for urine tests.

A coalition of motor carriers known as the **Trucking Alliance** has been pushing for hair testing for years. In 2022, the **Trucking Alliance** petitioned the **FMCSA** to allow hair testing results to be entered into the **Clearinghouse**, but this measure did not advance.

**“One of the key benefits of hair testing is its extended detection window. Hair provides not only evidence of drug use but the frequency with which a person has used the drug, for a much longer period, often up to 90 days. This allows for the detection of long-term drug use patterns and provides a more comprehensive assessment of an individual's drug history. Additionally, hair testing is more difficult to manipulate, compared to urine samples. While individuals may try to intentionally tamper with urine test results through various means, such as dilution or using detoxification products, hair testing is more resistant to such attempts,”** the group said in a [2023 blog post](#).

Trucking trade group **Owner-Operator Independent Drivers Association (OOIDA)** has generally spoken out against hair testing, noting that urine is more likely to catch recent drug use because it can take 4 to 10 days for the hair to grow out far enough from the scalp for drugs to be detected. **OOIDA** has also pointed to inconsistencies in the results for hair testing based on race.

H.R. 4320 has been referred to the House Committee on Transportation and Infrastructure.



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

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

**CONE ZONES** are everywhere right now!

Please

Slow Down

Pay Attention and

Give the Workers a Safe Space!!!



**Colo. Law: Move Over for Me**

[HB23-1123](#) **REQUIRES** that drivers move over a lane whenever they encounter **ANY** stationary vehicle with its hazards flashing –

and if they can't move over, they **Must Slow Down** to at least 20 mph below the posted speed limit.

**~ IT'S THE LAW ~**

# Proposed Revisions to DataQs Requirements for MCSAP Grant Funding

A Notice by the Federal Motor Carrier Safety Administration on 07/01/2025



The **Federal Motor Carrier Safety Administration** (FMCSA) has published a *Federal Register* notice (FRN) requesting public comments on its proposed Revisions to DataQs Requirements for Motor Carrier Safety Assistance Program (MCSAP) Grant Funding. These requirements are designed to help States improve the accuracy, consistency, and timeliness of their Request for Data Review (RDR) processes.

## What is DataQs?

DataQs is FMCSA's centralized online system that allows individuals and organizations to request and track a review of Federal and State data issued by FMCSA believed to be incomplete or incorrect.

## Why Your Input Matters

FMCSA recognizes that reliable data is critical not only for Agency safety decisions, but for motor carriers' and drivers' operations and livelihoods. The proposed Revisions to DataQs Requirements aim to increase efficiency, predictability, fairness, and transparency in the review process. Feedback from State partners, industry, and the public is critical to FMCSA's efforts to raise the bar on data quality standards, which strive to improve roadway safety and instill greater confidence in fair and understandable processes.

## What's Included in the Proposed Requirements?

FMCSA's proposed enhancements to the RDR process focus on three key areas:

- *Multi-Level Reviews: Ensure thorough and consistent independent evaluation of requests within State agencies.*
- *Standardized Timelines: Establishes clear guidelines for responding to requests, handling appeals, and issuing final decisions.*
- *Implementation Plans: Each State submits a plan detailing how they align with the revised DataQs Requirements for MCSAP Grant Funding.*

## A Shared Commitment to Safety

These proposed requirements reflect a joint effort between FMCSA, State partners, and industry to elevate data quality and support better safety outcomes. By working together, we can improve the effectiveness of the DataQs process and contribute to a safer transportation system.

Consistency in Review, Confidence in Safety.

## Help Shape the Future of Data Review ([pdf](#))

Comment on FMCSA's Proposed Revisions to DataQs Requirements for MCSAP Grant Funding. Help shape the proposed requirements in the new *Federal Register* notice by submitting comments before the deadline on September 2, 2025.

## How to Comment

Scan the [QR code](#) to access the full FRN and submission instructions in the *Federal Register*.

To explore DataQs or FMCSA's data quality initiatives,  
visit the [Data Quality Learning Center](#).

# 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

Graphic by MJS

## Announcement

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](#).

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](#).

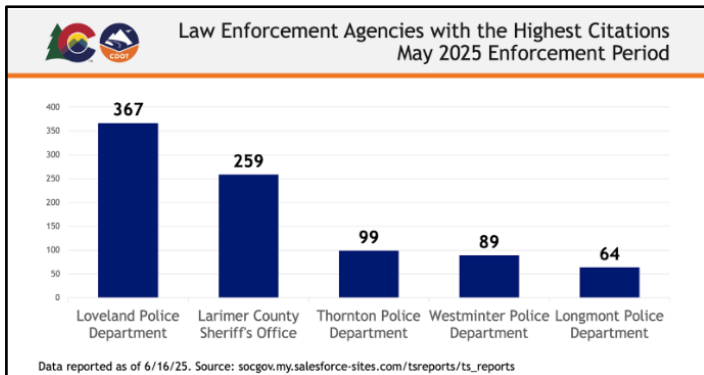
## Click It or Ticket SEAT BELT ENFORCEMENT PERIOD RESULTS IN 2,428 CITATIONS

News Release - Statewide News - Wearing a seat belt reduces the risk of fatal injury in a crash by 45%

From May 12 to June 1, the Colorado Department of Transportation supported the Colorado State Patrol and 60 local law enforcement agencies for the largest seat belt enforcement period of 2025. During the three-week period,

law enforcement increased patrols and focused on issuing citations to unbuckled drivers, with an emphasis on Colorado's new seat belt and car seat laws.

According to preliminary data, 2,428 citations were written during the enforcement period, which is part of the national Click It or Ticket campaign led by the National Highway Traffic Safety Administration (NHTSA). The Colorado agencies with the highest number of seat belt citations during the enforcement were Thornton Police Department (99 citations), Larimer County (259 citations) and Loveland Police Department (367 citations). In addition, Colorado State Patrol issued 1,023 citations.



Highest citations by law enforcement agencies bar graph in May 2025.

The most recent Click It or Ticket seat belt enforcement period, the 'July Wave,' occurred from July 21 to Aug. 1.

## About Click It or Ticket

Click It or Ticket is a nationwide campaign from NHTSA. Since Click It or Ticket was introduced in Colorado in 2002, statewide seatbelt use has increased from 72% to 88%. For more information about seat belt safety and enforcement citation numbers, visit [SeatBeltsColorado.com](#).

[Read the entire News Release](#)



# Drivers and DOT safety ratings

**DOT SAFETY RATING**

DOT safety ratings, assigned by the **FMCSA**, assess a motor carrier's compliance with safety regulations. These ratings, which are "**Satisfactory**," "**Conditional**," or "**Unsatisfactory**," impact a carrier's reputation, insurance rates, and ability to secure contracts and attract drivers. Drivers play a crucial role in maintaining a positive safety rating, as they are responsible for pre- and post-trip inspections, and overall safe operation of the vehicle.

## DOT Safety Ratings Explained:

**Satisfactory:** This is the highest rating, indicating the carrier meets all safety standards and has adequate safety management controls.

**Conditional:** This rating signifies the carrier has some safety violations, but not severe enough to immediately halt operations. It's a warning sign for potential issues.

**Unsatisfactory:** This is the lowest rating, indicating severe and systemic safety violations, and the carrier is prohibited from operating commercial vehicles.

## How Drivers Impact DOT Ratings:

**Pre- and post-trip inspections:** Drivers are responsible for identifying and reporting vehicle maintenance issues, which directly impacts the "Vehicle" factor of a carrier's safety rating.

**Adherence to regulations:** Drivers must comply with all applicable regulations, including hours of service (HOS), drug and alcohol testing, and safe driving practices.

**Driving record:** Crashes and violations recorded during roadside inspections and investigations contribute to the carrier's overall safety record and can negatively impact their rating.

## Consequences of Poor Safety Ratings:

**Reduced business opportunities:** Shippers and brokers often require a "Satisfactory" rating for contracts.

**Increased insurance premiums:** Insurance companies closely monitor safety ratings and may increase premiums for carriers with poor ratings.

**Difficulty in driver recruitment and retention:** Drivers prefer to work for fleets with a strong safety reputation.

**Increased scrutiny from FMCSA:** Unsatisfactory ratings can lead to further investigations and interventions.

## How to Improve Safety Ratings:

**Conducting self-audits:** Identifying and addressing safety violations within the company.

**Implementing a corrective action plan:** Addressing issues identified during audits and inspections.

**Investing in driver training and compliance processes:** Providing drivers with the knowledge and tools they need to operate safely.

**Monitoring CSA scores:** Regularly reviewing safety data to identify areas for improvement.

**Consider using a compliance partner:** Seeking assistance from experts in DOT regulations and safety compliance.

By understanding the importance of DOT safety ratings and the role drivers play in maintaining them, carriers can improve their safety performance, reduce the risk of accidents, and enhance their reputation in the industry.

## NHTSA Announces Traffic Fatalities Decreased in the First Quarter of 2025

**Estimated crash fatalities down 6.3% in first three months of the year**

The National Highway Traffic Safety Administration released [new data](#) recently estimating a notable decrease in people killed in crashes in the first three months of 2025. NHTSA projects that traffic fatalities declined about 6.3% in the first quarter, with 8,055 lives lost. This is the 12th consecutive quarterly decline in fatalities, and the estimated quarterly fatality rate is the lowest in six years.

"While traffic fatalities remain far too high, we are encouraged to see such a decline and pledge to continue working to drive down these numbers even more. NHTSA will continue to use all of its resources to educate Americans about dangerous driving behaviors and advance meaningful policies that will save lives. The agency is also strengthening its relationships with law enforcement to ensure traffic laws are being enforced to save lives," NHTSA Chief Counsel Peter Simshauser said.

NHTSA estimates that fatalities decreased in 33 states, the District of Columbia and Puerto Rico.

The fatality rate for the first quarter decreased to 1.05 fatalities per 100 million vehicle miles traveled, down from the rate of 1.13 from the same time in 2024. This is the lowest quarterly fatality rate since the first quarter of 2019. Vehicle miles traveled in the quarter remained mostly flat at 4.3 billion miles, or about a 0.6% increase.

## Connect with MSHA

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



## MSHA Issues Dozer Safety Alert



MSHA reported that on May 22, a bulldozer fell into a void above a feeder. The loose material from the coal pile collapsed around the bulldozer, engulfing the bulldozer and trapping the miner inside the cab. The bulldozer was equipped with a “submarine kit” consisting of high-strength glass, self-contained self rescuers and two-way communication.

From January 2020 to May 2025, there have been seven entrapment accidents involving bulldozers.

### MSHA recommends the following best practices to avoid this kind of accident:

- Maintain stability. Do not operate equipment directly over feeders and clearly mark the location of the draw holes.
- Identify and communicate significant changes in feed rate that may indicate the presence of a void in the stockpile.
- Stock equipment cabs with safety equipment. Include emergency oxygen, remote shut offs, and two-way communication. Ensure all safety devices are properly maintained.
- Install high-strength glass certified for at least 40 psi with a frame and supports designed to withstand the added loading of entrapment conditions.
- Train miners and other persons at the mine to identify and address or avoid hazards related to surface mobile equipment.
- Always wear seatbelts when operating mobile equipment and stay in the cab to ensure safety.
- Identify currently available and newly emerging feasible technologies that can enhance safety at the mine and evaluate whether to adopt them.



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

***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.***

# The Power of Positive Thinking

Do you tend to see the glass as half empty or half full? You have probably heard that question plenty of times. Your answer relates directly to the concept of **positive thinking** and whether you have a **positive** or **negative outlook** on life. How you **see your life** can have a **significant impact** on both your **mental and physical health**.

Positive thinking plays an important role in **positive psychology**, a subfield devoted to the study of what makes people happy and fulfilled.

Research has found **positive thinking** can aid **stress management** and **overall health** and **well-being**. It can help **combat feelings of low self-esteem**, improve physical health, and help **brighten your overall outlook** on life.

## What Is Positive Thinking, Exactly?

**Positive thinking** means **approaching life's challenges** with a **positive outlook**. It doesn't mean seeing the world through **rose-colored lenses** by ignoring or **glossing over life's negative aspects**.

Positive thinking **does not necessarily mean** avoiding **difficult situations**. Instead, **positive thinking means making** the most of **potential obstacles**, trying to see the **best in other people**, and viewing **yourself and your abilities** in a positive light.

Some **researchers**, including positive psychologist [Martin Seligman](#), frame **positive thinking in terms of explanatory style**. Your **explanatory style** is how you **explain why events happened**.

- **Optimistic explanatory style:** *People with an optimistic explanatory style tend to give themselves credit when good things happen and typically blame outside forces for bad outcomes. They also tend to see negative events as temporary and atypical.*
- **Pessimistic explanatory style:** *People with a pessimistic explanatory style often blame themselves when bad things happen, but fail to give themselves adequate credit for successful outcomes. They also tend to view adverse events as expected and lasting. As you can imagine, blaming yourself for events outside of your control or viewing these unfortunate events as a persistent part of your life can harm your state of mind.*

**Positive thinkers** are more apt to use an **optimistic explanatory style**, but how people **attribute events** can also **vary** depending on the **exact situation**. For example, a **person who is generally a positive thinker** might use a more **pessimistic explanatory style** in **particularly challenging situations**, such as at **work or school**.

## Positive Psychology vs. Positive Thinking

While the terms "**positive thinking**" and "**positive psychology**" are sometimes **used interchangeably**, it is important to **understand that they are not the same thing**.

- **Positive thinking** is about seeing things from a positive perspective and maintaining a positive, optimistic attitude.
- **Positive psychology** is a branch of psychology that studies the effects of optimism, what causes it, and when it is best utilized.

## Health Benefits of Positive Thinking

In **recent years**, the so-called "**power of positive thinking**" has gained a **great deal of attention** thanks to **self-help books** such as "**The Secret**." These **pop-psychology books** often tout **positive thinking** or philosophies like the law of attraction (*a positive mindset will attract more success and happiness than a negative one*) as a **sort of psychological panacea**, often **oversimplifying** and **exaggerating the effects**.

However, **empirical research** has found many **very real health benefits** linked to **positive thinking** and **optimistic attitudes**.

**Some of the health benefits associated with positive thinking include:**

- *Better stress management and coping skills*
- *Enhanced psychological health*
- *Greater resistance to the common cold*
- *Increased physical well-being*
- *Longer life span*
- *Lower rates of depression*
- *Reduced risk of cardiovascular disease-related death*



One study of 1,558 older adults found that positive thinking could also reduce frailty during old age.

A 2018 study published in the *Journal of Aging Research* found that having a positive mental attitude was linked to decreased mortality over a 35-year period. People who had a more positive outlook were also more likely to get regular physical exercise, avoid smoking, eat a healthier diet, and get more quality sleep.

Clearly, there are many benefits of positive thinking. But why, exactly, does positive thinking have such a strong impact on physical and mental health?

One theory is that people who think positively tend to be less affected by stress. Research suggests that having more positive automatic thoughts helps people become more resilient in the face of life's stressful events. Older research has shown that people who had high levels of positive thinking were more likely to walk away from stressful life events with a higher sense of the meaningfulness of life.

Another possibility is that people who think positively tend to live healthier lives in general; they may exercise more, follow a more nutritious diet, and avoid unhealthy behaviors.

### How to Practice It

While you might be more prone to negative thinking, there are strategies that you can use to become a more positive thinker. Practicing these strategies regularly can help you get in the habit of maintaining a more positive outlook on life.

- **Notice your thoughts:** Start paying attention to the type of thoughts you have each day. If you notice that many of them are negative, make a conscious effort to reframe how you are thinking in a more positive way.
- **Write in a gratitude journal:** Practicing gratitude can have a range of positive benefits, including helping you develop a better outlook. Experiencing grateful thoughts helps people feel more optimistic. Spend a few moments each day writing about the things you are thankful for in a gratitude journal.
- **Use positive self-talk:** How you talk to yourself can play an important role in shaping your outlook. Studies have shown that shifting to more positive self-talk can have a positive impact on your emotions and how you respond to stress.

### Potential Pitfalls

While there are many benefits to thinking positively, there are actually times when more realistic thinking is advantageous. For example, in some situations, negative thinking can actually lead to more accurate decisions and outcomes.

Some research has found that negative thinking and moods can actually help people make better, more accurate judgments.

However, research suggests that realistic optimism might be the ideal. The results of a 2021 study published in the *Personality and Social Psychology Bulletin* revealed that people who have mistaken expectations, whether those expectations are optimistic or pessimistic, tend to fare worse in terms of mental health when compared to realists.

The authors of the study suggest that the disappointment that optimists experience when their high hopes are not realized can negatively impact well-being. This doesn't mean that people should strive to be pessimistic thinkers, since studies indicate that people with a negative outlook tend to fare the worst. Instead, having a generally positive outlook that is focused on realistic expectations may be the best approach.

In some cases, inappropriately applied positive thinking can cross the line into what is known as toxic positivity. This involves insisting on maintaining a positive mindset no matter how upsetting, dire, or damaging a situation might be. This type of excessive positivity can impede authentic communication and cause people to experience feelings of shame or guilt if they struggle to maintain such an overly positive outlook.

### Takeaways

Even if you are not a natural-born optimist, there are things you can do to learn how to think more positively and become a positive thinker. One of the first steps is to focus on your own inner monologue and to pay attention to your self-talk. Changing your attributional and explanatory style doesn't happen overnight, but with time and practice, you can develop a more positive outlook on yourself and on life.

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

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

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

### SUPPORTING WORKERS WITH LONG COVID: A Guide for Employers

SINCE THE COVID-19 PANDEMIC BEGAN IN THE SPRING OF 2020, COVID-19 HAS IMPACTED PEOPLE IN MANY WAYS. Government reports estimate that millions of Americans have experienced prolonged, lingering symptoms, a condition known as Long COVID. These symptoms can be severe enough to affect an individual's ability to function, including the ability to work. Below are Long COVID resources.

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

### News Release

#### US Department of Labor terminates COVID-19 healthcare rulemaking

January 15, 2025

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

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

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

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

[Read the termination of rulemaking.](#)



From all of us at  
**MJS Legacy Safety ...**

Be safe out there!!