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OSHA 2025 Compliance Updates

Q: What changes can we expect in 2025 with regards to personal protective equipment (29 CFR 1910 Subpart I)?

A: OSHA's focusing on better fitting gear for a diverse workforce. Expect more specific requirements for high-risk sectors, ensuring materials are suitable for various body types. The aim is to enhance safety and comfort. These PPE updates are likely to impact both construction and general industry. OSHA's aim is comprehensive protection across sectors, ensuring all workers have access to well-fitted and effective protective gear.

Q: Are there changes to the Lead Exposure Standards (29 CFR 1910.1025)?

A: In 2025, OSHA's focusing on stricter lead exposure limits and improved ventilation systems. Employers should use high-efficiency particulate air (HEPA) filters and provide personal protective equipment. Regular blood lead level testing for workers is also emphasized. These lead exposure regulations mainly target industries like construction, manufacturing, and smelting, where lead exposure is a significant risk.

Q: How will OSHA's Hazard Communication Standard (29 CFR 1910.1200) change in 2025?

A: The Hazard Communication Standard aims to align more closely with the Globally Harmonized System (GHS) and improve worker understanding of chemical hazards. Expect clearer labeling, more detailed safety data sheets, and updated classification criteria for chemicals such as the inclusion of more detailed information on chemical mixtures requiring a breakdown of each specific hazards and safe handling practices. For labeling, expect more detailed hazard classifications and standardized pictograms. Labels will likely feature clearer precautionary statements and instructions for safe use.

Q: Is the Respiratory standard (29 CFR 1910.134) changing? If so, how?

A: OSHA's 2025 changes to the Respiratory Protection Program likely include stricter fit testing procedures, especially for reusable respirators. Also, there may be enhanced medical evaluation requirements for workers using these devices. The focus is on ensuring effective protection against airborne hazards. These changes affect any manufacturing or construction sectors where workers are exposed to respiratory hazards. This includes industries like chemical manufacturing, welding, and construction tasks involving dust or fumes. The aim is broad protection across all sectors with respiratory risks.



Q: In 2025, will employers need to do more to protect workers who exposed to hot work environments (OSHAct Sec 5(a)(1))?

A: OSHA's focusing on crafting rules to shield workers from extreme heat, boosting their safety in hot workplaces. It's about minimizing heat-related risks on the job. OSHA expects employers to provide cooling areas, water, and regular breaks, and to train workers on heat stress prevention. As of now, OSHA is developing regulations, not just recommendations. This means enforceable rules could be on the horizon. Congressional action on this front has seen support from various lawmakers, but notably, Rep. Judy Chu and Sen. Sherrod Brown have been vocal advocates for stronger heat protections. They're part of the push for regulatory change.

Q: How will Ergonomics in the workplace be affected in 2025 (OSHAct Sec 5(a)(1))?

A: For 2025, OSHA's ergonomic regulations might emphasize more proactive measures. This could include mandatory ergonomic assessments in workplaces with high rates of musculoskeletal disorders and encouraging the use of adjustable equipment to reduce strain. The goal is to prevent injuries before they occur.

Q: I heard that OSHA may emphasize the use of technology and workplace monitoring for high hazard tasks. Is this true?

A: Yes, in 2025, OSHA's likely to bolster inspection protocols, possibly incorporating more technology with remote monitoring systems for high-risk sites. Prepare for a data-driven approach, with a focus on identifying and mitigating hazards efficiently.

Q: Are penalty amounts increasing in 2025 (29 CFR 1903.15)?

A: OSHA's penalty structures in 2025 are set to be stricter, with higher fines for violations, especially for repeat offenders and serious breaches. The goal is to strengthen enforcement and encourage compliance. The fine for a single, serious violation is increasing from \$16,131 to \$16,550. For repeat and willful violations in 2025, OSHA can impose fines that may exceed \$150,000 per violation. This amount can increase based on the severity and the employer's violation history. OSHA's not messing around when it comes to safety.

Q: Can you give me an update on the July 2024 National Emphasis Program (NEP) regarding Warehousing and Distribution sites?

A: OSHA's National Emphasis Program (NEP) for Warehousing and Distribution focuses on addressing hazards like forklift safety, material handling, and hazardous chemical exposure. This initiative aims to reduce injury risks in these environments, emphasizing inspections and compliance assistance. This NEP targets warehousing operations, distribution centers, and high-risk retail establishments like hardware stores and supercenters. It includes facilities with hazardous materials storage or those with a high volume of worker injuries.