



Alabama Trucking Association  
Workers Compensation Fund



An OSHA Cooperative Program

*A Newsletter For Our Members Where Safety Is Our Primary Concern!*

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**STAFF**

**KIMBLE E. COAKER, CPA**  
CEO/Administrator

**DON BOATRIGHT**  
Chief Operating Officer  
dboatright@atacompfund.org

**TODD HAGER**  
Director of Claims  
thager@atacompfund.org

**DEBRA L. CALHOUN**  
Office Manager  
decalhoun@atacompfund.org

**DON ANCHORS, CDS, CBES**  
Director of Loss Control  
and Safety  
danchors@atacompfund.org

**DUANE CALHOUN, CDS**  
Loss Control Engineer  
tdcalhoun@atacompfund.org

**MICHAEL SMITH, CDS**  
Loss Control Engineer  
msmith@atacompfund.org

**VICTOR WHATLEY**  
Loss Control Engineer  
vwhatley@atacompfund.org

**KIMBERLY K. BEST**  
Payroll/Audit Coordinator  
kbest@atacompfund.org

**KIM CAMPBELL**  
Underwriting Coordinator  
kecampbell@atacompfund.org

**KATIE EDWARDS**  
Accounting Specialist  
kedwards@atacompfund.org

**The high cost of omitting safety training is about to get a whole lot higher!!**

Do you train your employees on the ins and outs of workplace safety? Do you sit them down and discuss the importance of keeping a safe workplace?

We cannot overstate the importance of regularly training your employees on safety. For starters, it's a good idea. Training results in fewer injuries and illnesses, better employee morale and lower workers' compensation premiums. Additionally, in many cases, required training IS THE LAW!!!

There are over 200 different OSHA standards that require an employer to train its employees. Given that OSHA's penalties are set to increase this summer by an estimated 80 percent, can you afford not to train your employees? Can your business afford a \$12,600 penalty (the soon-to-be amount for a serious violation) for each instance of failed training? Or, if OSHA deems your omission to be **WILLFULL**, how about \$126,000 per violation?



Do you need more convincing? Here are some examples of OSHA penalties from its archives ... **BEFORE** the increase in penalties:

- OSHA cited a manufacturer of fabricated components with 15 alleged safety violations that resulted in penalties totaling \$149,250. Of those citations, four were **WILLFULL** with penalties of \$140,000 for failing to train workers on recognizing hazardous energy sources and control methods. The other ten were **SERIOUS** citations with penalties of \$9,250 for failing to develop training programs for working with hazardous chemicals and failing to train workers in the use and wear of Personal Protective Equipment (PPE).
- OSHA cited a shock absorber manufacturer with 13 safety and health violations, including failing to train its workers to recognize unsafe electrical work practices that resulted in penalties totaling \$151,300.
- OSHA cited another company, a wood pallet manufacturing plant, for the lack of a hearing conservation program that resulted in penalties totaling \$101,000, including a **SERIOUS** violation in failing to provide workers with hearing conservation training.

Employee safety training is no laughing matter. As these examples of citations and penalties illustrate, OSHA takes a lack of training very seriously, and you should too.



# OSHA Penalty Adjustments to Take Effect August 2016



In November 2015, Congress enacted legislation requiring federal agencies to adjust their civil penalties to account for inflation. The Department of Labor is adjusting penalties for its agencies, including the Occupational Safety and Health Administration (OSHA).

OSHA's maximum penalties, which were last adjusted in 1990, will increase by 78%. Going forward, the agency will continue to adjust its penalties for inflation each year based on the Consumer Price Index. The increases were announced on June 30, 2016 by the Department of Labor, which issued two interim rules covering penalty adjustments for several DOL agencies, including OSHA, the Mine Safety and Health Administration and Wage and Hour Division.

The new penalties will take effect August 1, 2016, when the maximum penalty for serious violations will rise from \$7,000 to \$12,471. The maximum penalty for **WILLFULL** or **REPEATED** violations will increase from \$70,000 to \$124,709. Any citations issued by OSHA after August 1, 2016, will be subject to the new penalties if the related violations occurred after November 2, 2015. OSHA will provide guidance to field staff on the implementation of the new penalties by August 1, 2016.

Any citations issued by OSHA after that date will be subject to the new penalties if the related violations occurred after November 2, 2015.



Type of Violation	Current Maximum Penalty	New Maximum Penalty
Serious Other-Than-Serious Posting Requirements	\$7,000 per violation	\$12,471 per violation
Failure to Abate	\$7,000 per day beyond the abatement date	\$12,471 per day beyond the abatement date
Willful or Repeated	\$70,000 per violation	\$124,709 per violation