

# OSHA Directorate of Construction NORA Update

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**November 2024**

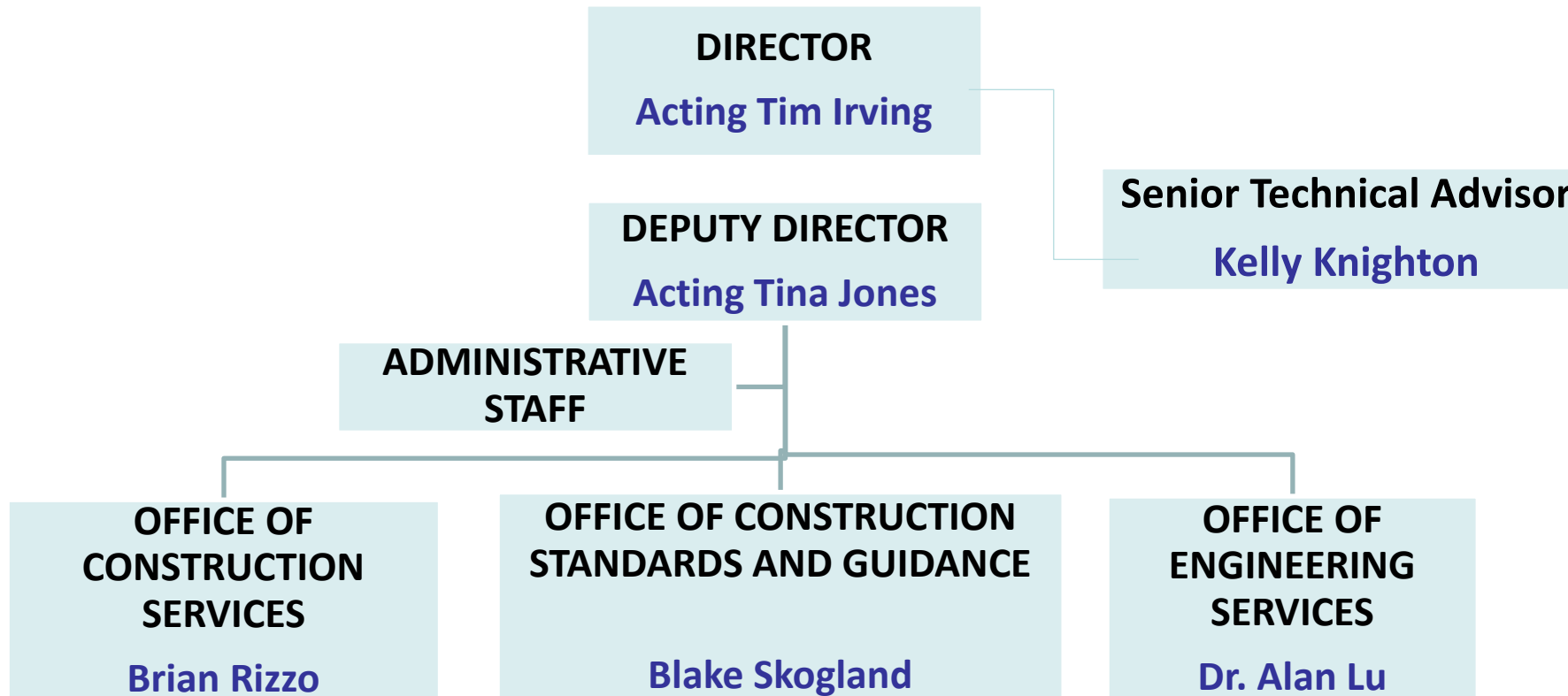
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# The Directorate of Construction Organizational Chart



# Directorate of Construction - Updates

- **Damon Bonneau retired.**
- **ACCSH Team - Terra Gaines, Jose Herrera**
- **Fall Stand Down - Jose Herrera**

# OSHA Restructuring

## October 1, 2024

Current regional assignment	New regional designation
Region 1	Boston Region
Region 2	New York City Region
Region 3	Philadelphia Region
Region 4	Atlanta Region
Region 5	Chicago Region
Region 6	Dallas Region
Region 7	Kansas City Region
Region 8	Denver Region
Regions 9 and 10	San Francisco Region
	Birmingham Region

Among the changes is the creation of a new region based in Birmingham to serve Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Tennessee and the Florida Panhandle.

# What is OSHA's Mission?

Assure America's workers have safe and healthful working conditions **free from unlawful retaliation.**

# Communications

- Diverse and ever-changing audience; variety of languages and cultures.
- Many have an innate distrust of the federal government, which makes it difficult to engage with them.
- Agency needs to establish trust.
- Multi-media communications plan that includes modern engagement tools such as videos, graphics, and social media content.
- Quick Takes in English/Spanish.

# Safety as a Core Value

- We want all employers to embrace safety and health as a core value.
- Safety is a fundamental right that every worker is entitled to.
- Safety must be an enterprise-wide value.

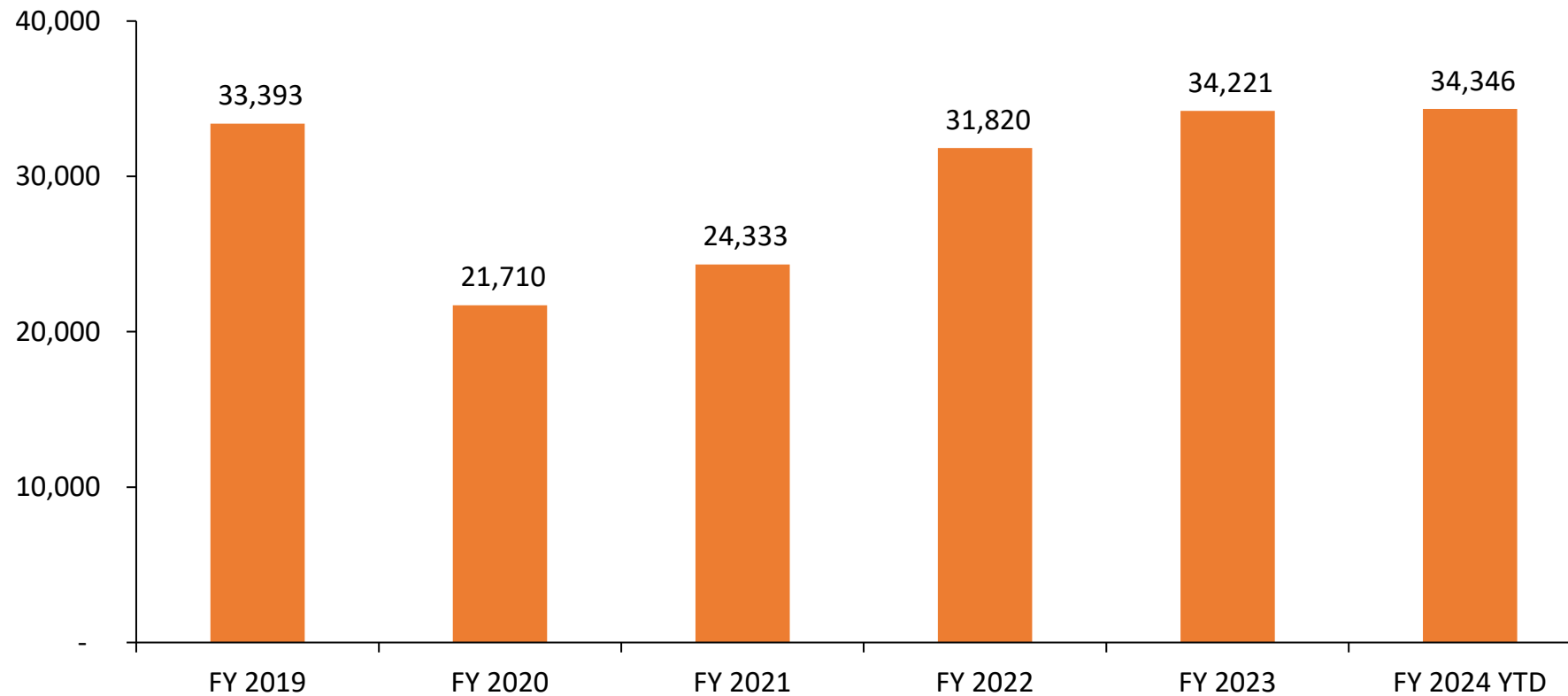


# OSHA OIS Inspection Data

## Top 10 Violations in Construction (10/1/23 - 9/30/24)

Standard	Total Violations	Serious Violations	Willful Violations	Repeat Violations
1926.501 - Fall Protection	6,745	5,264	224	1,110
1926.1053 - Ladders	2,766	2,376	15	221
1926.503 - Fall Protection Training	2,204	1,403	17	186
1926.102 - Eye & Face Protection	1,920	1,621	16	218
1926.451 - Scaffolds	1,897	1,758	12	52
1925.20 - General S & H Provisions	1,013	763	5	97
1926.100 - Head Protection	789	703	2	48
1903.19 - Abatement Verification	679	0	0	5
1926.651 - Excavation Requirements	645	489	12	32
1926.1153 - Respirable Silica	595	499	0	7

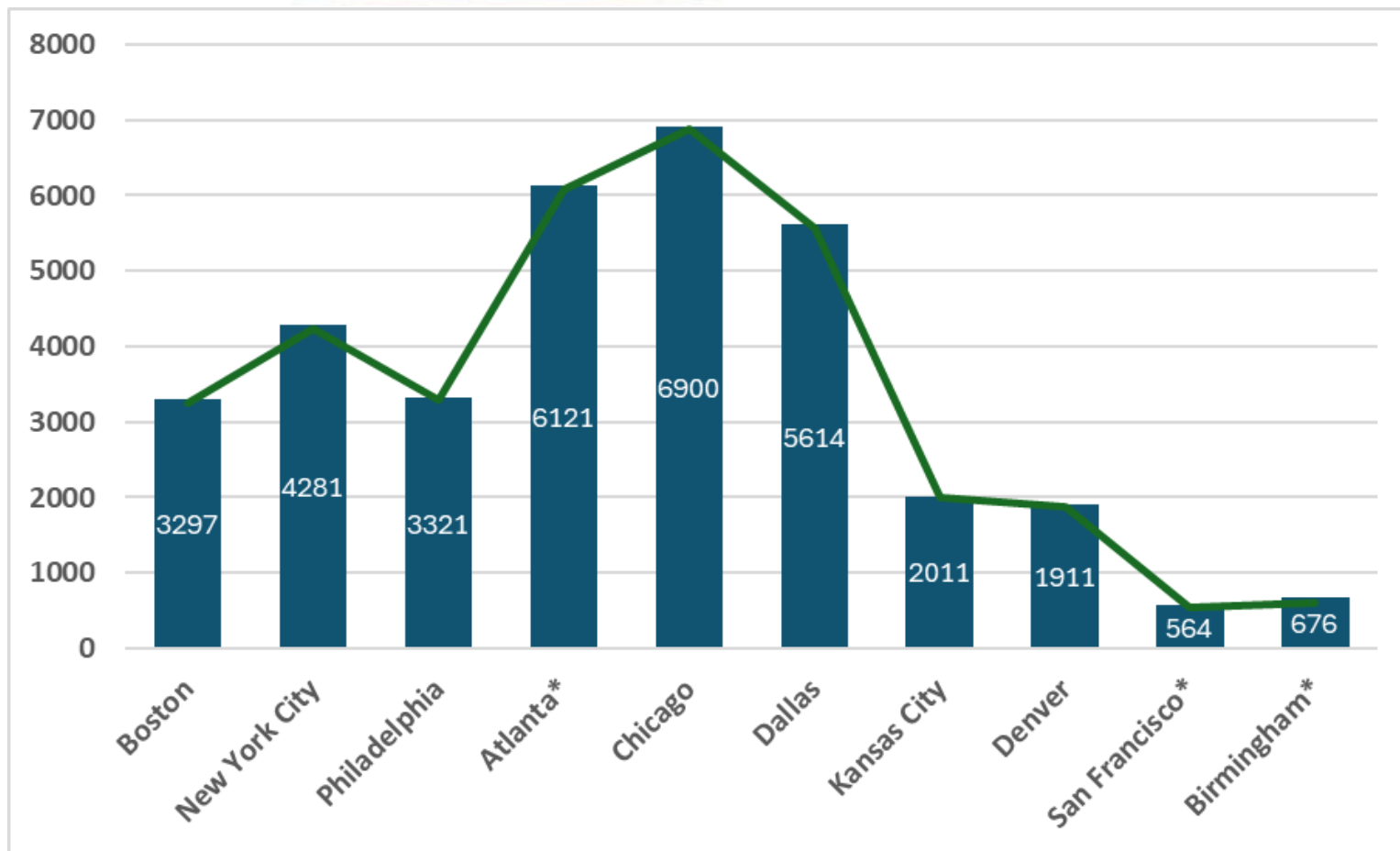
# OSHA Inspections Conducted



\*Data pulled 09/30/2024

# FY24 All Inspections by Region

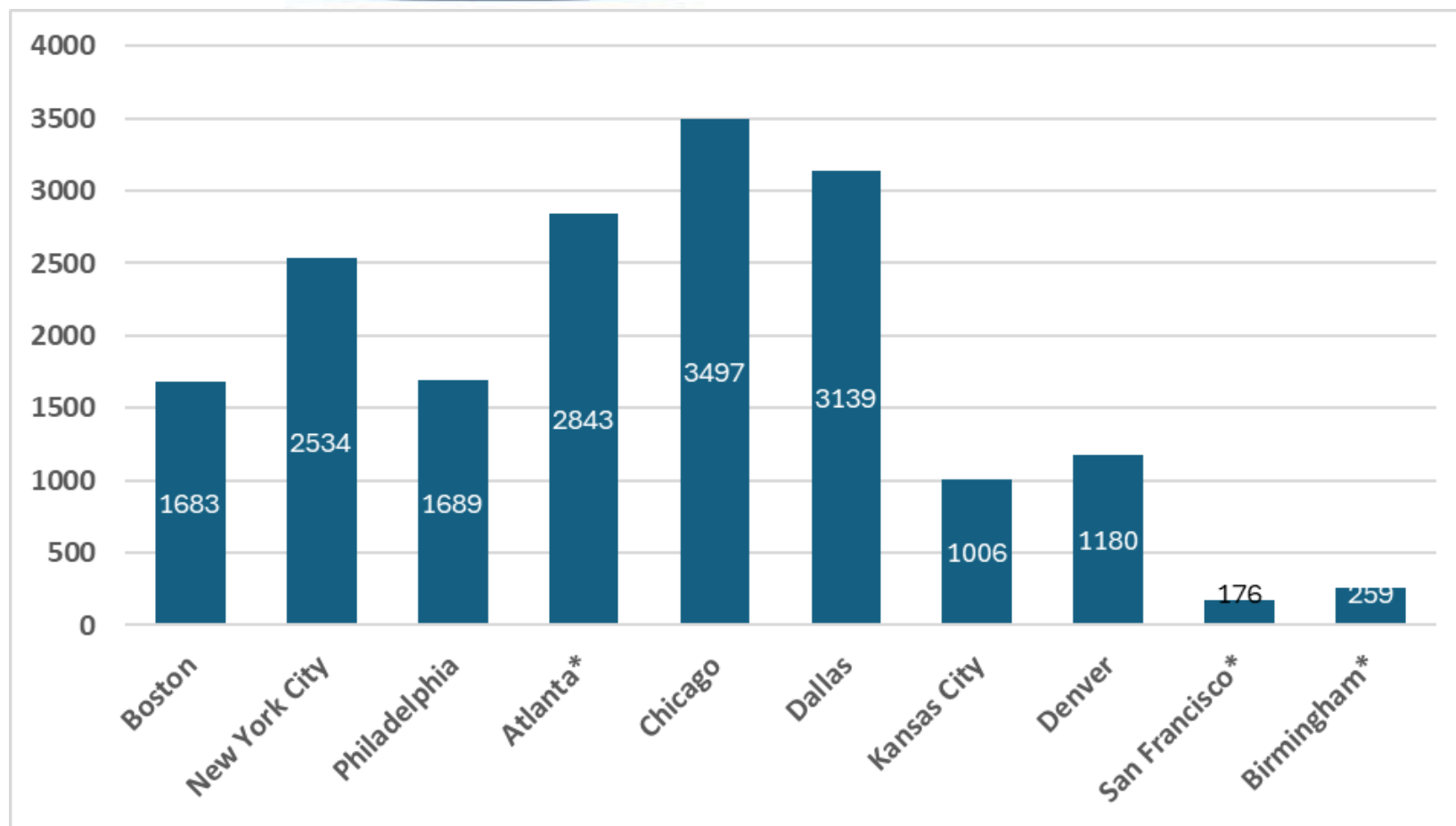
## Nation Total: 34,346



Note: Totals for Atlanta, San Francisco, and Birmingham may be modified due to the recent restructuring of OSHA Regional Offices.

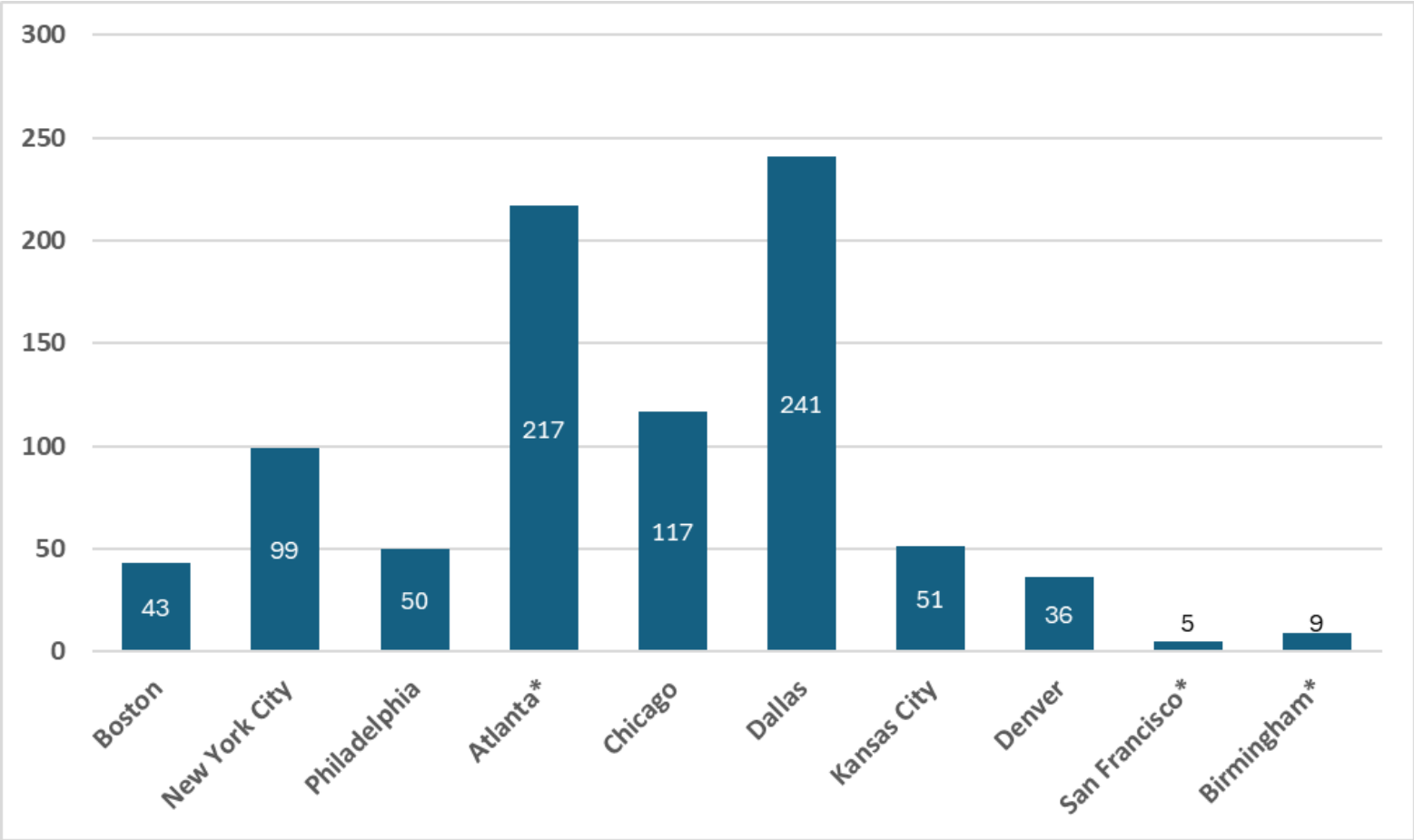
# FY24 Construction Inspections

## Nation Total: 18,006



# FY24 Fatalities by Region

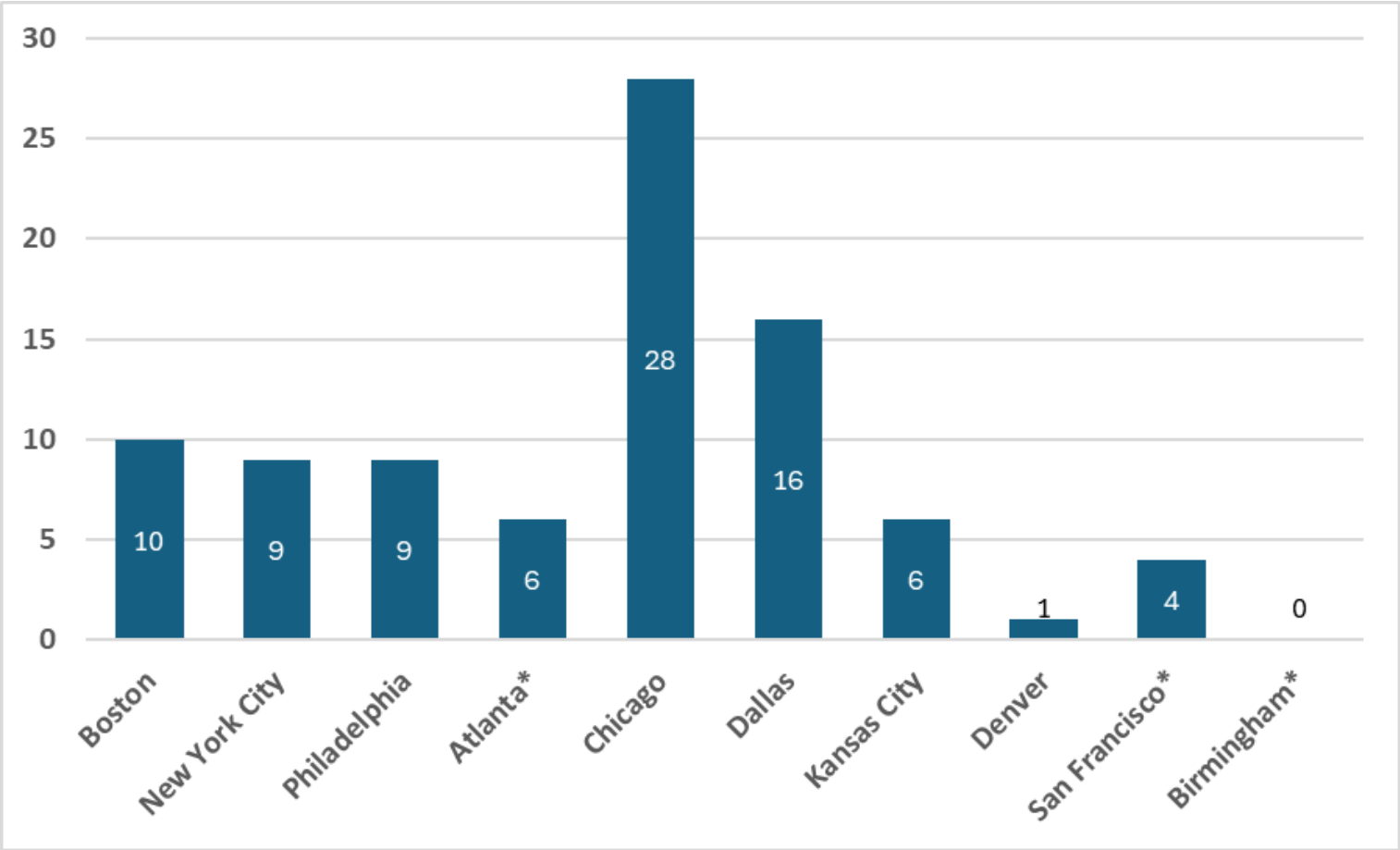
## Nation Total: 868



Note: Totals for Atlanta, San Francisco, and Birmingham may be modified due to the recent restructuring of OSHA Regional Offices.

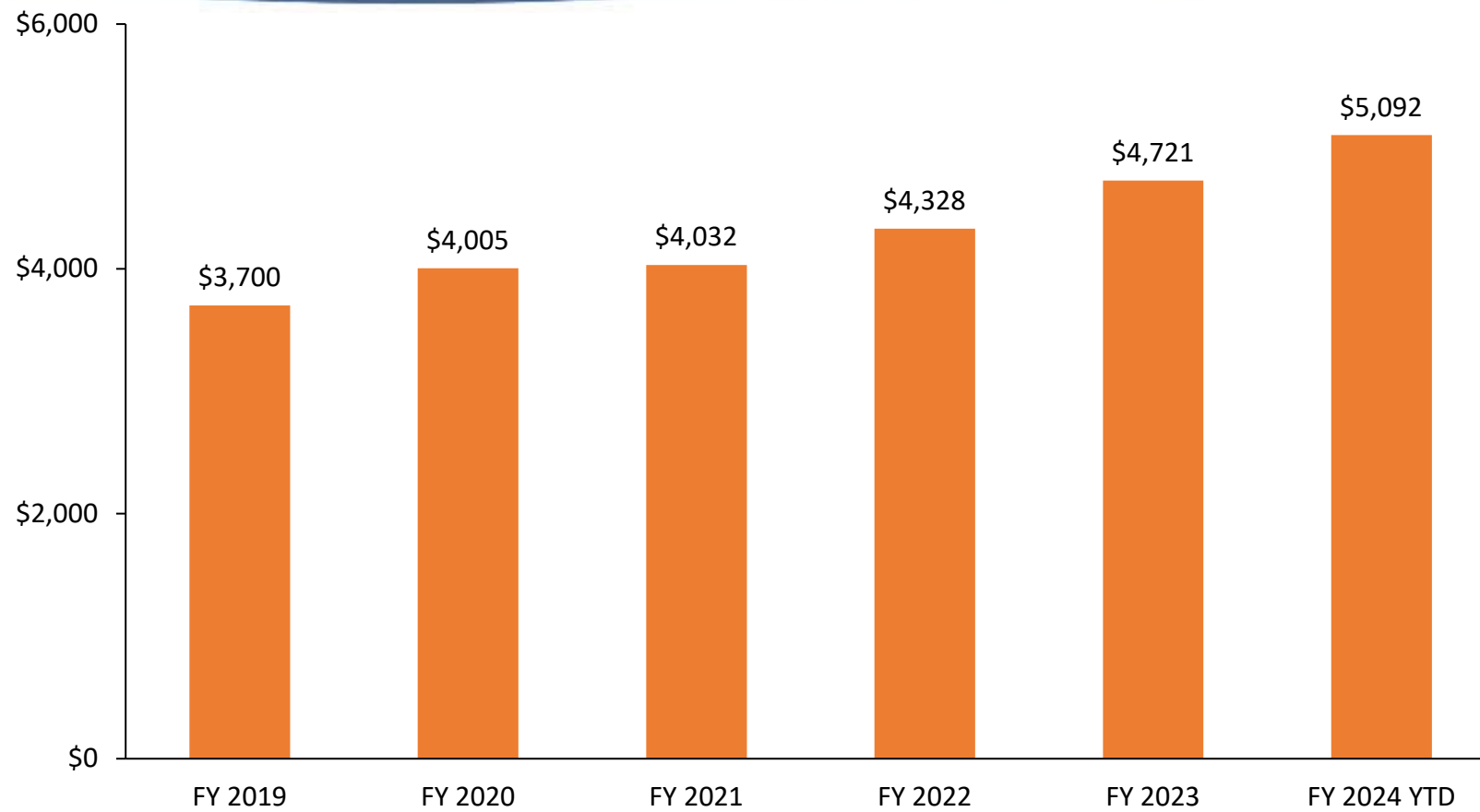
# FY24 SigCases Issued (Excluding Novel)

## Nation Total: 89

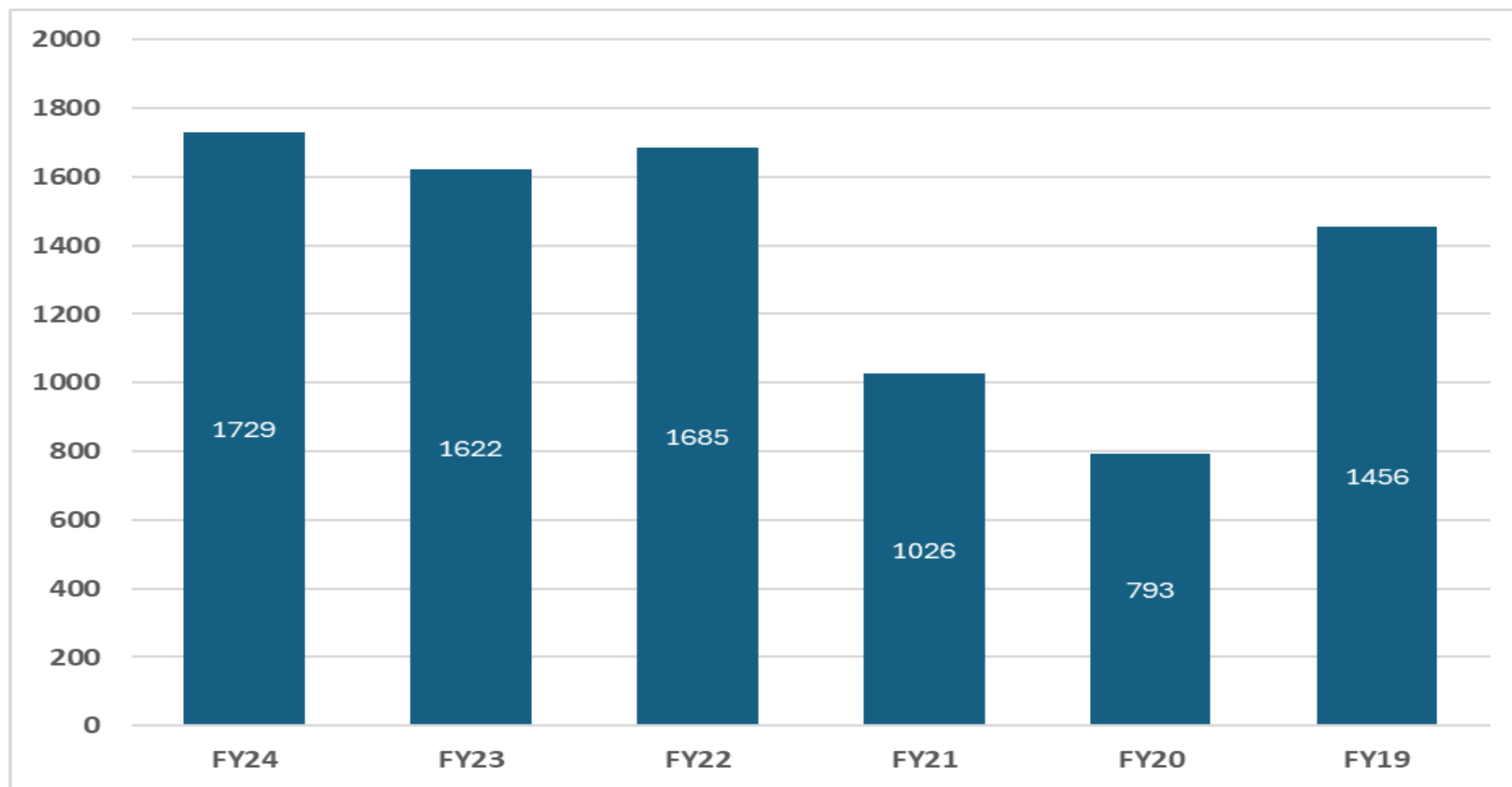


Note: Totals for Atlanta, San Francisco, and Birmingham may be modified due to the recent restructuring of OSHA Regional Offices.

# Average Current Penalty per Serious Violation



# Annual Federal C-Target Inspections

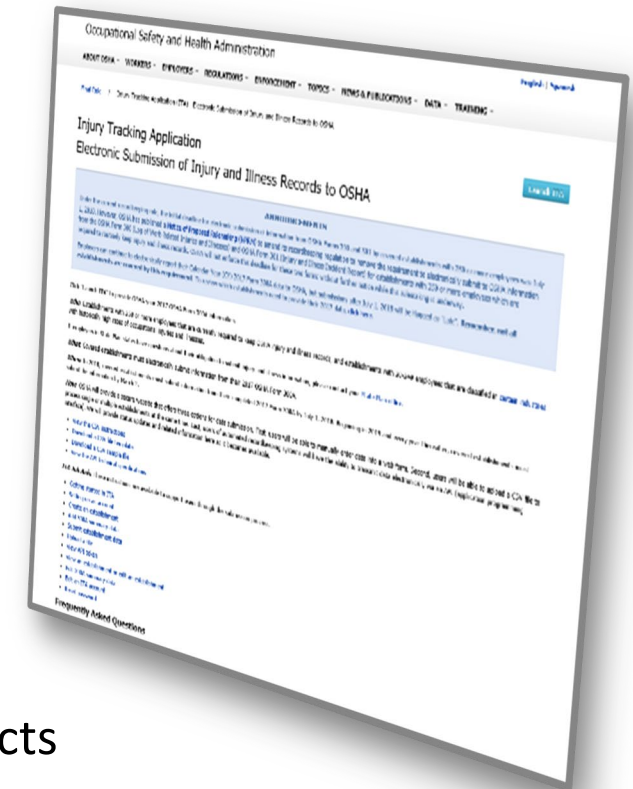




# Construction Regulatory Activities

- PPE in Construction (PPE Fit) NPRM – Analyzing comments
- Communication Towers NPRM – Spring 2025
- Crane Amendments NPRM – Update Pending
- Welding in Confined Spaces NPRM – Update Pending
- Powered Industrial Trucks NPRM – Published/analyzing comments
- Worker Walk Around Representation – May 31, 2024

Note: Rulemaking capacity is limited and prioritization changes, which affects timing of rulemaking activities and outcomes.



# Proposed Personal Protective Equipment Fit

- Proposal would revise construction standards to include explicit requirement that PPE must fit workers properly
- Proposed revisions would make construction standards consistent with general industry and maritime
- Proposal would address concerns of women in construction.



# Employee Representation During OSHA Inspections

The rule became effective on May 31, 2024 and clarifies that a non-employee representative may be reasonably necessary based upon skills, knowledge or experience.

- Knowledge or experience with hazards or conditions in the workplace or similar workplaces.
- Language or communication skills to ensure an effective and thorough inspection.
- OSHA regulations require no specific qualifications for employer representatives or for employee representatives who are employed by the employer.

# #ListenUp

## Hearing Protection in Construction



### October is 'National Protect Your Hearing Month'

DOC's dedicated industrial hygienist team has created informational material for our regions and stakeholders to help spread the word to the field.

OSHA's Office of Communications has also produced promotional materials, including videos, and Quick Takes, to gather as much support and interest as possible.





# Directorate of Construction (DOC) & Women In Construction (WIC)

- Updated WIC Webpage
- DOC created an internal WG (DOCWIC)
- Partnerships/Alliances/Outreach Events
  - National Association of WIC Webinar: Feb 29, 2024
  - Region 2- WIC Webinar: Mar 6, 2024

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## Women in Construction

CONSTRUCTION INDUSTRY



### Overview

"OSHA also published two Notices of Proposed Rulemaking this summer (2023). The first seeks to clarify the personal protective equipment (PPE) standard for the construction industry by explicitly stating that PPE must fit each employee properly to protect them from occupational hazards. This change would align the PPE standard in construction with the PPE standards in general industry and maritime. Improperly fitting PPE is poor protection and can often be hazardous to workers using it. All workers, regardless of their body type or size, should be protected on the job. Access to properly fitting PPE has been a long-standing problem for women working in construction, and we are proud to be addressing the issue." – Douglas Parker, Assistant Secretary of Labor OSHA statement to Congress, 9/27/2023

- Personal Protective Equipment >
- Sanitary Facilities at the Construction Site >
- Additional Resources >
- Workers' Rights >

[Women in Construction - Overview | Occupational Safety and Health Administration \(osha.gov\)](https://www.osha.gov/women-in-construction)



# DOL Blog - Women in Construction

- 5 Ways Construction Employers Can Create Safer Workplaces for Women
  - Provide Properly Fitting Personal Protective Equipment
  - Guarantee Safe and Sanitary Bathrooms
  - Ensure Protections for Pregnant and Postpartum Workers
  - Prevent Gender-Based Violence and Harassment
  - Promote Mental Health



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## 5 Ways Construction Employers Can Create Safer Workplaces for Women

Filed in Employment and Training, Labor Rights, Safety and Health • By: Eleanor Delamater, Gretta Jameson, Laverne Ogieste, Vernon Preston, Elyse Shaw • April 18, 2024

More than 390,000 women work in construction and extraction occupations, an 11% increase since 2017. More women are attracted to the high-paying, high-quality careers offered by the construction trades, which is much needed at a time when the construction industry faces large workforce demands in order to undertake ambitious and historic federally-funded infrastructure projects. But despite this growth, gender and racial discrimination remain widespread and many women still face challenges navigating these male-dominated occupations – including threats to their safety. Not only do all workers deserve respectful workplaces free of discrimination, they deserve to go to work in a safe and healthy environment.



Here are five ways employers can create safer and better workplaces for all workers, including women:

- **Provide Properly Fitting Personal Protective Equipment**


Women's safety on the job is undermined when safety measures, such as providing personal protective equipment (PPE) for diverse bodies, are not implemented in favor of a one-size-fits-all approach. A recent survey of tradeswomen and non-binary tradespeople found that nearly three in ten report never or rarely being provided gloves or safety equipment in sizes that fit them. According to another survey, 89% of tradeswomen said they had difficulty accessing PPE that fits and 77% reported they were exposed to unnecessary hazards because of ill-fitting PPE. In response, the Occupational Safety and Health Administration (OSHA) issued a notice of proposed rulemaking to ensure that all employees have PPE that fits properly.



# OSHA Joins NIOSH Total Worker Health


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The goal of the NIOSH Total Worker Health program is to advance worker well-being through collaborations and partnerships between government agencies, labor, industry, non-governmental organizations and academia. It focuses on ...more





**OSHA JOINS THE  
TOTAL WORKER HEALTH PROGRAM**


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What does the *Total Worker Health* approach look like in practice?

Implementing a *Total Worker Health* approach is an ongoing effort that prioritizes workers' safety, health, and well-being. The aim is to create a robust culture of safety, worker protection, and greater health opportunity. This approach consists of a mix of interventions, policy changes, and practices.

This approach often starts with an organizational focus, assessing challenges to keeping workers safe and healthy. Following that are changes to the built environment, policies, and programs.

Programs aligned with the *Total Worker Health* approach are voluntary and participatory. They give workers a voice in the conditions of their work and a say in workplace offerings. Implementation can be incremental and is best driven by worker input using the participatory approach.



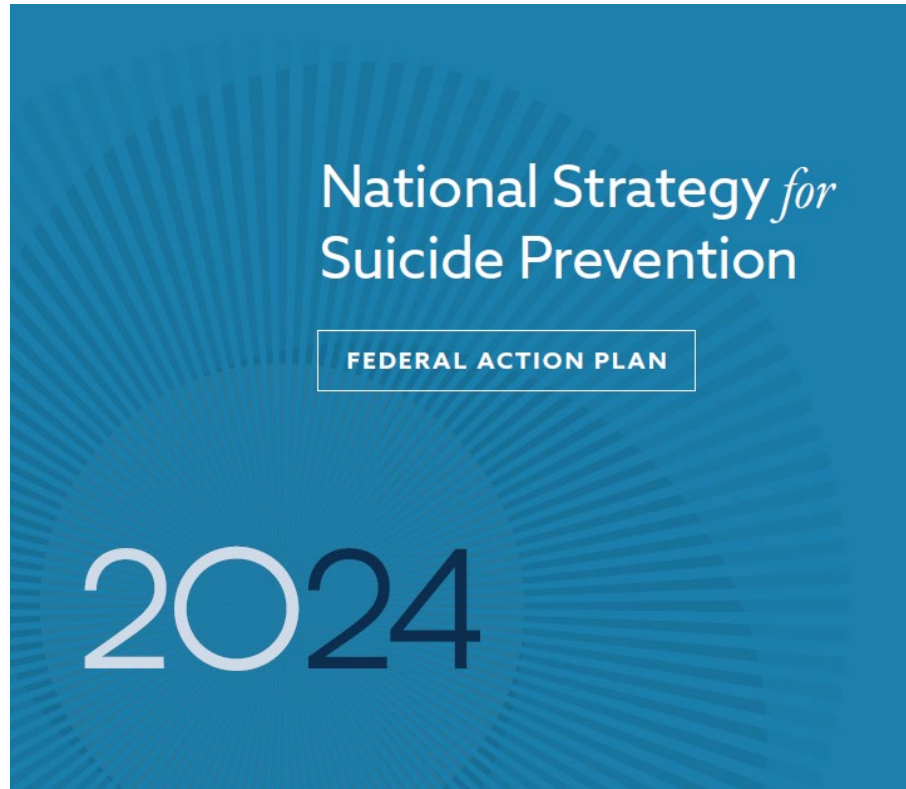
# Incident Investigations – 2018-2024



## *Long Span Truss Collapses – 2018-2024*



# National Strategy for Suicide Prevention



The *Federal Action Plan (Action Plan)* presents priority actions the federal government proposes to carry out in fiscal years (FY) 2024–26 to advance the goals and objectives outlined in the 2024 *National Strategy for Suicide Prevention (National Strategy)*.

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# Questions?



[www.osha.gov](http://www.osha.gov)

**DOC: 202-693-2020**

