



TOOLBOX TALK #48

What Happens When OSHA Shows Up?

In our industry, you must anticipate the possibility of being watched by an OSHA field agent. You must anticipate this because if it hasn't happened already, it will in the future. It is their right to watch what we do and they may request or seek a warrant to inspect our job sites. Management has policies in place with regard to such instances, but you should know that our first policy is to make every good faith effort possible to comply with all OSHA regulations.

If an OSHA inspector arrives at our job site, we will first verify his or her credentials. All OSHA inspectors carry a federal or state Department of Labor identification card. We will verify the authenticity of the agent's credentials, but we will not refuse the agent admittance to our job site, even though we have a legal right to require a warrant.

OSHA inspections take three parts: Opening Conference, Physical Inspection, and a Closing Conference. During the opening conference, the field agent will explain the purpose and scope of his visit and may ask questions about our operations. The OSHA inspector may approach you during the inspection. If this occurs, be fully cooperative and respectful to the inspector, and always be honest. In the closing conference we will be advised of any alleged violations.

It is important for you to know that all violations are "alleged" until a final order is issued. If we are, in fact, in violation of an OSHA regulation, we will take immediate steps to correct the deficiency. We will not, however, accept a decision with which we disagree if it might result in reduced safety controls on our jobsites. In any event, your personal safety will always be our top priority. OSHA should not be intimidating because we share their goal of preventing job related accidents. You can keep us in top form by maintaining a high level of current safety knowledge related to your job, and understanding our genuine commitment to your safety.

Facilitator Notes: Frankly, your crew doesn't need to be particularly concerned about OSHA. There are two points to this talk. First, your company has no fear of OSHA because you seek to go beyond what OSHA requires. If the inspector arrives on site, your crew should be truthful, cooperative and respectful. The second point is that you will correct any violation. It is difficult for a construction operation to be 100% OSHA compliant.

Additional Notes: _____

Crew Member Comments: _____

Presented By: _____ **Date/Time** _____

Attendees: _____

List additional attendees on back of sheet