

OSHA COMPLIANCE MANUAL

In addition to providing for penalties for failure-to-post citations and failure-to-abate violations, the OSH Act clearly states that you have a *continuing responsibility* to comply with the Act and assure your employees of safe and healthful working conditions. Any new violations discovered during a follow-up inspection will be cited.

To achieve abatement by the date set forth in the citation, it is important that abatement efforts be promptly initiated.

Employee discrimination

The OSH Act prohibits employers from discharging or otherwise discriminating against an employee who has exercised any right under this law; including the right to make safety and health complaints or to request an OSHA inspection. Complaints from employees who believe they have been discriminated against will be investigated by OSHA. If the investigation discloses probable violations of employee rights, court action may follow.

OSHA's Top 25 violations

Every year, OSHA compiles statistics on violations to its standards. During 2007, there were 109,639 violations to standards ranging across all industry segments under federal OSHA jurisdiction, with adjusted penalties of over \$35 million.

The following table lists the top 25 most frequently violated regulations for Part 1910, General Industry. These are federal statistics and are the result of violations that occurred in states that are regulated by federal OSHA. Citations for states that operate their own occupational safety and health programs are not included in these statistics.

Top 25 General Industry violations by subparagraph

January 1, 2007 through December 31, 2007

	Subject	Standard	Total violations	\$ Initial penalty	\$ Adjusted penalty
1	Hazard communication-Written program	1910.1200(e)(1)	2,272	1,103,359	354,930
2	Machine guarding-Types of guarding	1910.212(a)(1)	1,576	3,216,600	142,863
3	Hazard communication-Employer must provide hazard information and training	1910.1200(h)(1)	1,141	406,186	142,863
4	Guarding floor openings, platforms, and runways	1910.23(c)(1)	841	2,253,922	581,819
5	Machine guarding-Point of operation guarding	1910.134(a)(3)(ii)	786	1,812,842	519,408
6	First aid-Eye wash/emergency shower facilities not in near proximity to employees	1910.151(c)	757	872,162	290,020
7	Lockout/tagout-Written energy control procedures	1910.147(c)(4)(i)	752	1,528,399	390,237
8	Abrasive wheel machinery-Exposure adjustment/safety guards	1910.215(b)(9)	723	331,848	2109,575
9	Electric-Wiring methods, components and equipment-Cabinets, boxes/Conductors	1910.305(b)(1)	695	597,834	205,644