

**FY 2025**

**CONGRESSIONAL BUDGET JUSTIFICATION**

**OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION**

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# OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

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# OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

## APPROPRIATION LANGUAGE

### SALARIES AND EXPENSES

*For necessary expenses for the Occupational Safety and Health Administration, \$655,463,000, to remain available until September 30, 2026, including not to exceed \$120,000,000 which shall be the maximum amount available for grants to States under section 23(g) of the Occupational Safety and Health Act (the "Act"), which grants shall be no less than 50 percent of the costs of State occupational safety and health programs required to be incurred under plans approved by the Secretary under section 18 of the Act; and, in addition, notwithstanding 31 U.S.C. 3302, the Occupational Safety and Health Administration may retain up to \$499,000 per fiscal year of training institute course tuition and fees, otherwise authorized by law to be collected, and may utilize such sums for occupational safety and health training and education: Provided, That notwithstanding 31 U.S.C. 3302, the Secretary is authorized, during the fiscal year ending September 30, 2025, to collect and retain fees for services provided to Nationally Recognized Testing Laboratories, and may utilize such sums, in accordance with the provisions of 29 U.S.C. 9a, to administer national and international laboratory recognition programs that ensure the safety of equipment and products used by workers in the workplace: Provided further, That none of the funds appropriated under this paragraph shall be obligated or expended to prescribe, issue, administer, or enforce any standard, rule, regulation, or order under the Act which is applicable to any person who is engaged in a farming operation which does not maintain a temporary labor camp and employs 10 or fewer employees: Provided further, That no funds appropriated under this paragraph shall be obligated or expended to administer or enforce any standard, rule, regulation, or order under the Act with respect to any employer of 10 or fewer employees who is included within a category having a Days Away, Restricted, or Transferred ("DART") occupational injury and illness rate, at the most precise industrial classification code for which such data are published, less than the national average rate as such rates are most recently published by the Secretary, acting through the Bureau of Labor Statistics, in accordance with section 24 of the Act, except—*

- (1) to provide, as authorized by the Act, consultation, technical assistance, educational and training services, and to conduct surveys and studies;*
- (2) to conduct an inspection or investigation in response to an employee complaint, to issue*

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*a citation for violations found during such inspection, and to assess a penalty for violations which are not corrected within a reasonable abatement period and for any willful violations found;*

*(3) to take any action authorized by the Act with respect to imminent dangers;*

*(4) to take any action authorized by the Act with respect to health hazards;*

*(5) to take any action authorized by the Act with respect to a report of an employment accident which is fatal to one or more employees or which results in hospitalization of two or more employees, and to take any action pursuant to such investigation authorized by the Act; and*

*(6) to take any action authorized by the Act with respect to complaints of discrimination against employees for exercising rights under the Act:*

*Provided further, That the foregoing proviso shall not apply to any person who is engaged in a farming operation which does not maintain a temporary labor camp and employs 10 or fewer employees: Provided further, That \$12,787,000 shall be available for Susan Harwood training grants: Provided further, That not less than \$3,500,000 shall be for Voluntary Protection Programs.*

Note.--A full-year 2024 appropriation for this account was not enacted at the time the Budget was prepared; therefore, the Budget assumes this account is operating under the Continuing Appropriations Act, 2024 and Other Extensions Act (Division A of Public Law 118–15, as amended). The amounts included for 2024 reflect the annualized level provided by the continuing resolution.

# OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

## ANALYSIS OF APPROPRIATION LANGUAGE

<u>Language Provision</u>	<u>Explanation</u>
"... including not to exceed \$120,000,000 which shall be the maximum amount available for grants to States under section 23(g) of the Occupational Safety and Health Act (the "Act"), which grants shall be no less than 50 percent of the costs of State occupational safety and health programs required to be incurred under plans approved by the Secretary under section 18 of the Act;"	This appropriation language establishes an overall limit on 50 percent matching grants to States for approved occupational safety and health compliance programs. Under this language, States administering and enforcing State programs under plans approved by the Secretary shall not be required to expend from their own funds more than an amount equal to the grants provided by this appropriation.
"... and, in addition, notwithstanding 31 U.S.C. 3302, the Occupational Safety and Health Administration may retain up to \$499,000 per fiscal year of Training Institute course tuition and fees, otherwise authorized by law to be collected, and may utilize such sums for occupational safety and health training and education:"	This language authorizes the retention of up to \$499,000 per year in tuition payments made by and fees collected from the private sector for safety and health training courses offered by OSHA and to offset costs currently absorbed by the agency for training materials and production of Outreach Trainer Certification cards. The retained funds are to be utilized to augment the direct appropriations approved for training and education.
"... the Secretary of Labor is authorized, during the fiscal year ending September 30, 2025, to collect and retain fees for services provided to Nationally Recognized Testing Laboratories, and may utilize such sums, in accordance with the provisions of 29 U.S.C. 9a, to administer national and international laboratory recognition programs that ensure the safety of equipment and products used by workers in the workplace:"	This language authorizes the retention of fees for OSHA services provided to Nationally Recognized Testing Laboratories. The retained fees are to be utilized to provide funding for the agency to administer national and international laboratory recognition programs to promote the safety of equipment and products used in the workplace.

# OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

<b>AMOUNTS AVAILABLE FOR OBLIGATION</b>						
(Dollars in Thousands)						
	<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Request</b>	
	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>
<b>A. Appropriation</b>	<b>2,069</b>	<b>\$632,309</b>	<b>1,962</b>	<b>\$632,309</b>	<b>1,980</b>	<b>\$655,463</b>
Unexpired Unobligated Balanced Carried Forward from Prior Year (P.L. 117-2)	75	\$44,769	0	\$0	0	\$0
<i>Subtotal Appropriation</i>	<i>2,144</i>	<i>\$677,078</i>	<i>1,962</i>	<i>\$632,309</i>	<i>1,980</i>	<i>\$655,463</i>
Offsetting Collections From:						
Reimbursements	4	\$3,380	0	\$3,380	0	\$3,380
<b>B. Gross Budget Authority</b>	<b>2,148</b>	<b>\$680,458</b>	<b>1,962</b>	<b>\$635,689</b>	<b>1,980</b>	<b>\$658,843</b>
Unexpired Unobligated Balanced Carried Forward from Prior Year (P.L. 117-2)	-75	-\$44,769	0	\$0	0	\$0
Offsetting Collections deduction:						
Reimbursements	-4	-\$3,380	0	-\$3,380	0	-\$3,380
<b>C. Budget Authority Before Committee</b>	<b>2,069</b>	<b>\$632,309</b>	<b>1,962</b>	<b>\$632,309</b>	<b>1,980</b>	<b>\$655,463</b>
Offsetting Collections From:						
Unexpired Unobligated Balanced Carried Forward from Prior Year P.L. 117-2	75	\$44,769	0	\$0	0	\$0
Reimbursement	4	\$3,380	0	\$3,380	0	\$3,380
<b>D. Total Budgetary Resources</b>	<b>2,148</b>	<b>\$680,458</b>	<b>1,962</b>	<b>\$635,689</b>	<b>1,980</b>	<b>\$658,843</b>
FTE Lapse and Unobligated Balance Expiring	-9	-\$97	0	\$0	0	\$0
FTE Lapse and Unobligated Balance Carryover American Rescue Plan Act of 2021 (P.L. 117-2)	-1	-\$1,502	0	\$0	0	\$0
American Rescue Plan Act of 2021 Recission of Funds (P.L. 118-5)	-48	-\$24,165	0	\$0	0	\$0
Reimbursements	0	-\$1,311	0	\$0	0	\$0
<b>E. Total, Estimated Obligations</b>	<b>2,090</b>	<b>\$653,383</b>	<b>1,962</b>	<b>\$635,689</b>	<b>1,980</b>	<b>\$658,843</b>

# OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

## SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2024 Estimate	FY 2025 Request	Net Change
<b>Budget Authority</b>			
General Funds	\$632,309	\$655,463	+\$23,154
<b>Total</b>	\$632,309	\$655,463	+\$23,154
<b>Full Time Equivalents</b>			
General Funds	1,962	1,980	18
<b>Total</b>	1,962	1,980	18

Explanation of Change	FY 2025 Change							
	FY 2024 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b>Increases:</b>								
<b>A. Built-Ins:</b>								
To Provide For:								
Costs of pay adjustments	1,962	\$195,636	0	\$0	0	\$13,533	0	\$13,533
Personnel benefits	0	\$75,042	0	\$0	0	\$5,033	0	\$5,033
Federal Employees' Compensation Act (FECA)	0	\$890	0	\$0	0	\$47	0	\$47
Benefits for former personnel	0	\$894	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$11,200	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$2	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$24,910	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$1,418	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$76	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$1,651	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$13,938	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$71,165	0	\$0	0	\$1,743	0	\$1,743
Other Federal sources (Census Bureau)	0	\$0	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$2,437	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$30,070	0	\$0	0	\$0	0	\$0
Research & Development Contracts	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$634	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$3,287	0	\$0	0	\$0	0	\$0
Equipment	0	\$3,032	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$195,947	0	\$0	0	\$0	0	\$0

# OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

## FY 2025 Change

Explanation of Change	FY 2024 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
State Administration Workload	0	\$0	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$80	0	\$0	0	\$0	0	\$0
<b>Built-Ins Subtotal</b>	<b>1,962</b>	<b>+\$632,309</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>+\$20,356</b>	<b>0</b>	<b>+\$20,356</b>
<b>B. Programs:</b>								
Rebuilding and Strengthening OSHA's Enforcement Program	0	\$0	0	\$0	16	\$2,106	16	\$2,106
CX Staff	0	\$0	0	\$0	2	\$350	2	\$350
HoloLens	0	\$0	0	\$0	0	\$342	0	\$342
<b>Programs Subtotal</b>			<b>0</b>	<b>\$0</b>	<b>18</b>	<b>+\$2,798</b>	<b>18</b>	<b>+\$2,798</b>
<b>Total Increase</b>	<b>1,962</b>	<b>+\$632,309</b>	<b>0</b>	<b>\$0</b>	<b>18</b>	<b>+\$23,154</b>	<b>18</b>	<b>+\$23,154</b>
<b>Decreases:</b>								
<b>A. Built-Ins:</b>								
To Provide For:								
<b>Built-Ins Subtotal</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>
<b>B. Programs:</b>								
<b>Total Decrease</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>
<b>Total Change</b>	<b>1,962</b>	<b>+\$632,309</b>	<b>0</b>	<b>\$0</b>	<b>18</b>	<b>+\$23,154</b>	<b>18</b>	<b>+\$23,154</b>

## OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

<b>SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY</b> (Dollars in Thousands)								
	<b>FY 2023 Enacted</b>		<b>FY 2024<sup>1</sup> Estimate</b>		<b>FY 2025 <sup>2</sup> Request</b>		<b>Diff. FY25 Request/ FY24 Estimate</b>	
	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>
<b>Safety and Health Standards</b>	<b>74</b>	<b>21,000</b>	<b>74</b>	<b>21,000</b>	<b>74</b>	<b>21,476</b>	<b>0</b>	<b>476</b>
General Funds	74	21,000	74	21,000	74	21,476	0	476
<b>Federal Enforcement</b>	<b>1,492</b>	<b>243,000</b>	<b>1,375</b>	<b>243,000</b>	<b>1,391</b>	<b>261,635</b>	<b>16</b>	<b>18,635</b>
General Funds	1,492	243,000	1,375	243,000	1,391	261,635	16	18,635
<b>Whistleblower Programs</b>	<b>162</b>	<b>22,500</b>	<b>130</b>	<b>22,500</b>	<b>130</b>	<b>23,121</b>	<b>0</b>	<b>621</b>
General Funds	162	22,500	130	22,500	130	23,121	0	621
<b>State Programs</b>	<b>0</b>	<b>120,000</b>	<b>0</b>	<b>120,000</b>	<b>0</b>	<b>120,000</b>	<b>0</b>	<b>0</b>
General Funds	0	120,000	0	120,000	0	120,000	0	0
<b>Technical Support</b>	<b>90</b>	<b>26,000</b>	<b>97</b>	<b>26,000</b>	<b>97</b>	<b>26,483</b>	<b>0</b>	<b>483</b>
General Funds	90	26,000	97	26,000	97	26,483	0	483
<b>Compliance Assistance-Federal</b>	<b>189</b>	<b>78,262</b>	<b>222</b>	<b>78,262</b>	<b>224</b>	<b>80,561</b>	<b>2</b>	<b>2,299</b>
General Funds	189	78,262	222	78,262	224	80,561	2	2,299
<b>Compliance Assistance-State Consultations</b>	<b>0</b>	<b>63,160</b>	<b>0</b>	<b>63,160</b>	<b>0</b>	<b>63,160</b>	<b>0</b>	<b>0</b>
General Funds	0	63,160	0	63,160	0	63,160	0	0

<sup>1</sup> Targets and FTE reflect a reprogramming from State Consultation to Federal Enforcement.

<sup>2</sup> Targets and FTE reflect a reprogramming from State Consultation to Federal Enforcement.

## OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

<b>SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY</b>								
(Dollars in Thousands)								
	FY 2023 Enacted		FY 2024 <sup>1</sup> Estimate		FY 2025 <sup>2</sup> Request		Diff. FY25 Request/ FY24 Estimate	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b>Compliance Assistance-Training Grants</b>	<b>0</b>	<b>12,787</b>	<b>0</b>	<b>12,787</b>	<b>0</b>	<b>12,787</b>	<b>0</b>	<b>0</b>
General Funds	0	12,787	0	12,787	0	12,787	0	0
<b>Safety and Health Statistics</b>	<b>14</b>	<b>35,500</b>	<b>34</b>	<b>35,500</b>	<b>34</b>	<b>35,915</b>	<b>0</b>	<b>415</b>
General Funds	14	35,500	34	35,500	34	35,915	0	415
<b>Executive Direction</b>	<b>39</b>	<b>10,100</b>	<b>30</b>	<b>10,100</b>	<b>30</b>	<b>10,325</b>	<b>0</b>	<b>225</b>
General Funds	39	10,100	30	10,100	30	10,325	0	225
<b>Total</b>	<b>2,060</b>	<b>632,309</b>	<b>1,962</b>	<b>632,309</b>	<b>1,980</b>	<b>655,463</b>	<b>18</b>	<b>23,154</b>
<b>General Funds</b>	<b>2,060</b>	<b>632,309</b>	<b>1,962</b>	<b>632,309</b>	<b>1,980</b>	<b>655,463</b>	<b>18</b>	<b>23,154</b>

NOTE: FY 2023 reflects actual FTE.

## OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

<b>BUDGET AUTHORITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
	Full-Time Equivalent				
	Full-time Permanent	2,069	1,962	1,980	18
	Reimbursable	4	4	4	0
	<b>Total</b>	<b>2,073</b>	<b>1,966</b>	<b>1,984</b>	<b>18</b>
	Average ES Salary	\$201,454	\$211,930	\$216,168	\$4,238
	Average GM/GS Grade	12/5	12/5	12/5	0
	Average GM/GS Salary	\$107,157	\$113,859	\$116,136	\$2,277
11.1	Full-time permanent	213,299	191,595	206,387	14,792
11.3	Other than full-time permanent	375	375	375	0
11.5	Other personnel compensation	2,627	3,666	3,855	189
11.9	<b>Total personnel compensation</b>	<b>216,301</b>	<b>195,636</b>	<b>210,617</b>	<b>14,981</b>
12.1	Civilian personnel benefits	84,604	75,932	81,577	5,645
12.2	Military Personnel Benefits	0	0	0	0
13.0	Benefits for former personnel	894	894	894	0
21.0	Travel and transportation of persons	9,701	11,200	11,315	115
22.0	Transportation of things	2	2	2	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	23,794	24,910	24,910	0
23.3	Communications, utilities, and miscellaneous charges	800	1,418	1,418	0
24.0	Printing and reproduction	599	76	76	0
25.1	Advisory and assistance services	1,010	1,651	1,651	0
25.2	Other services from non-Federal sources	9,994	13,938	14,296	358
25.3	Other goods and services from Federal sources 1/	83,948	103,672	105,545	1,873
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	634	634	634	0
26.0	Supplies and materials	1,500	3,287	3,319	32
31.0	Equipment	2,501	3,032	3,182	150
41.0	Grants, subsidies, and contributions	195,947	195,947	195,947	0
42.0	Insurance claims and indemnities	80	80	80	0
	<b>Total</b>	<b>632,309</b>	<b>632,309</b>	<b>655,463</b>	<b>23,154</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	56,407	71,165	72,908	1,743
	DHS Services	2,436	2,437	2,437	0
	Services by Other Government Departments	25,105	30,070	30,200	130

# **OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION**

## **SIGNIFICANT ITEMS IN APPROPRIATIONS COMMITTEES' REPORTS**

### **Workplace Violence in Healthcare and Social Services**

A survey in 2019 reported one in four nurses were assaulted at work, with more recent data showing physical and verbal violence against healthcare workers continuing to rise. The Healthcare and Social Assistance industry sector includes nearly 21 million employees and these workers face an increased risk of workplace violence that is nearly six times that of workers in all other industries. This violence dramatically impacts nurse well-being and burnout. It exacerbates the nurse staffing crisis and affects the quality of patient care. The Committee notes OSHA's progress to release a workplace violence prevention standard for healthcare and social assistance. The Committee requests that OSHA describe in its fiscal year 2025 CJ progress made toward and timeline for publishing a final rule, and the agency's implementation plan, including related training and support for Compliance Safety and Health Officers.

### **Workplace Violence Rule**

OSHA completed a SBREFA panel for the workplace violence rule in May 2023, and the Agency is currently developing a proposed standard. The Agency will announce projected dates for publication of the NPRM in the semi-annual regulatory agenda, but there is not yet a timeline for publication of a final rule. As the standard development process progresses, the OSHA Training Institute (OTI) will coordinate the development of a training class for Compliance Safety and Health Officers (CSHOs).

# OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

## AUTHORIZING STATUTES

<b>Public Law / Act</b>	<b>Legislation</b>	<b>Statute No. / US Code</b>	<b>Volume No.</b>	<b>Expiration Date</b>
P.L. 91-596	The Occupational Safety and Health Act of 1970	Stat. 1590	84	Indefinite authority

# OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

<b>APPROPRIATION HISTORY</b>					
(Dollars in Thousands)					
	<b>Budget Estimates to Congress</b>	<b>House Allowance</b>	<b>Senate Allowance</b>	<b>Appropriations</b>	<b>FTE</b>
2015					
Base Appropriation	\$565,010			\$552,787	2,224
2016					
Base Appropriation	\$592,071	\$535,000	\$524,476	\$552,787	2,173
2017					
Base Appropriation	\$595,023			\$552,787	1,995
2018					
Base Appropriation	\$543,257	\$531,470		\$552,787	1,923
2019					
Base Appropriation...1/ 2/	\$549,033		\$556,787	\$557,787	1,911
2020					
Base Appropriation...3/ 4/ 5/	\$557,533	\$660,908		\$581,787	1,865
2021					
Base Appropriation...3/	\$576,813			\$591,787	1,884
2022					
Base Appropriation	\$664,624	\$691,787		\$612,015	1,959
2023					
Base Appropriation	\$701,405			\$632,309	2,069
2024					
Base Appropriation...6/	\$738,668		\$628,522		1,962
2025					
Base Appropriation	\$655,463				1,980

1/ This bill was passed by the Senate. It was passed out of the House Subcommittee but was not reported out of the House Committee or by the full House.

2/ Does not reflect \$554,000 transferred to the Office of the Assistant Secretary for Administration and Management (OASAM) in the Departmental Management Appropriation. This amount has been transferred to provide resources for the transfer of Human Resources staff from OSHA Executive Direction to OASAM.

3/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or full Appropriations Committee.

4/ FTE for FY 2020 and FY 2021 reflect the Shared Services Realignment.

5/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or the full Senate Appropriations Committee.

6/ The full-year FY 2024 appropriation was not enacted at the time the budget was prepared.

# OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

## OVERVIEW

Established in 1971 by the Occupational Safety and Health Act (OSH Act) (Public Law 91-596), the Occupational Safety and Health Administration's (OSHA) mission is to protect the safety and health of workers by setting and enforcing protective workplace safety and health standards, and providing training, outreach, education, and assistance. To prevent work-related injuries, illnesses, and deaths, OSHA encourages employers to eliminate workplace hazards. OSHA is also responsible for administering 25 whistleblower laws to prevent any person or entity from discharging, or in any manner retaliating, against any employee who exercises their rights under a covered Act.

OSHA's FY 2025 budget request provides the necessary investments to ensure all workers have access to a high-quality job in a safe workplace, enabling them to build a better life for themselves and their family. In FY 2025, OSHA will focus on an increased and enhanced enforcement presence; meet increased employer and worker requests for outreach, training, and compliance assistance, particularly in vulnerable and underserved communities; and continue to build a transformative agency that is both proactive and responsive to improving workplace safety and health across the country -- and unleashes the full power of the agency.

OSHA drives equity into its programs and workforce to ensure full and fair access to protections for workers regardless of race, color, ethnicity, sex, gender, sexual orientation, gender identity, disability, religion, or other historically marginalized identities through targeted enforcement, outreach, and awareness. The agency will continue to work with stakeholders, particularly those in marginalized communities where workers are at increased risk of exposure to unsafe and unhealthy working conditions, and to obtain valuable public input and feedback on how the agency can improve program operations and enhance customer service. Of the many lessons that OSHA learned during the COVID-19 pandemic, the disproportionate impact that workplace safety and health hazards have on marginalized workers is one of the most concerning.

OSHA is committed to ensuring that equity is embedded within all policies and programs. For example, the Susan Harwood Training Grant Program has a long history of serving underserved and vulnerable populations. The Agency is committed to maximizing access to that program to ensure a wide range of organizations can serve the populations who need safety and health trainings the most. In addition, OSHA is prioritizing its enforcement, compliance assistance, outreach, and training efforts to reach vulnerable workers in high hazard and essential industries, including healthcare, oil and gas, warehousing, grain handling, and others that employ temporary workers. OSHA will advance DEIA in the agency's workplace in FY 2025 through a variety of methods, such as reviewing all recruitment packages for new hires to ensure that they incorporate inclusive language and eliminate any unnecessary barriers.

OSHA's budget request also helps the agency address needs related to a constantly changing and diverse 21<sup>st</sup> century workforce and it supports the Department of Labor's vision of investing in workers and ensuring they have good jobs that allow them to return home each day to their

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families. Since OSHA's creation, the agency has made great strides in protecting America's workers – from issuing its first standard on asbestos in 1972, to launching the annual National Safety Stand-Down to Prevent Falls in Construction in 2014, to issuing an Emergency Temporary Standard (ETS) for COVID-19 in 2021. Even with these accomplishments, OSHA's mission continues to be as important as ever to protect American workers, particularly those vulnerable workers in underserved and marginalized communities who are either unaware of their rights under the OSH Act or lack access to agency resources. The agency's responsibilities have increased and evolved with the addition of whistleblower protection statutes; emergence of new infectious diseases, more frequent national disasters, and other impacts of climate change; and the challenge of new and emerging hazards. The FY 2025 request for OSHA provides the tools to help the agency address these increased demands and responsibilities.

In FY 2025, OSHA is requesting \$655,463,000 in discretionary funding and 1,980 full-time equivalent employees (FTE), which includes a program increase of \$2,798,000 and 18 FTE over the FY 2023 Enacted Level. The request will allow OSHA to meet its mission by increasing and enhancing OSHA's enforcement presence; continuing to set standards; meeting increased employer and worker requests for outreach, training, and compliance assistance; maintaining the whistleblower program; continuing technical support resources and capabilities; funding the agency's state program partners; continuing the Susan Harwood Training Grant program; and, supporting the priorities of advancing equity, addressing climate change, delivering results, and focusing on IT modernization and cybersecurity. To stem staff erosion from pay raises and increased benefits costs it is crucial to provide built-in pay and benefits increases in FY 2025 for OSHA.

OSHA's request includes \$2,106,000 and 16 FTE to protect workers, particularly at-risk workers in marginalized communities, by building a stronger, more resilient agency. This includes building an OSHA workforce that is inclusive and reflects the diversity of the people the agency serves. The request will allow the agency to hire 14 CSHOs, who are the staff responsible for ensuring employer compliance with OSHA regulations. With the remaining two FTE, OSHA will hire additional enforcement staff, such as Assistant Area Directors, or staff in the Regional and National Offices to support the influx of CSHOs and provide necessary management and policy oversight of the compliance officers and enforcement process.

OSHA's request also includes \$350,000 and two FTE to hire customer experience (CX) staff that will support departmental High Impact Service Providers activities, including conducting customer research to streamline the existing Voluntary Protection Program (VPP) online system that allows users to apply for VPP status and submit the annual self-evaluations required to maintain VPP approval. This request will also allow OSHA to cover the cost of an enterprise Voice of Customer approach and platform that can enable the public reporting of customer feedback data for designated services and support customer experience measurement of services across the Department.

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Finally, OSHA's request includes \$342,000 and 0 FTE for HoloLens, an artificial intelligence technology used to help train CSHOs. This technology provides realistic virtual hazardous workspaces and allows for the application of hazard recognition techniques without physical exposure to hazards or requiring training to occur offsite at actual workplaces or labs.

The President calls on Congress to provide the federal government with the tools it needs to ensure employers are providing workers with good jobs—including jobs with fair and equal pay, safe and healthy workplaces, respect for the right to organize, and workplaces free from discrimination, retaliation, and harassment, including sexual harassment. To deter employers from violating workers' rights, ensure those who do violate their rights are held accountable, and level the playing field for responsible employers, the Budget proposes meaningfully increasing penalties at the Department of Labor for employers that violate workplace safety, health, wage and hour, and child labor laws.

OSHA is committed to helping workers and employers respond to new and emerging hazards that threaten worker safety. OSHA's budget request supports several priorities identified by the Secretary, including an emphasis on maintaining OSHA enforcement staff and whistleblower enforcement; outreach funding, compliance assistance and worker/public outreach; building more capacity to do health rulemaking; and investment in data infrastructure and analytics.

### BUDGET ACTIVITIES

The following budget activities contribute to OSHA's strategies and goals to reduce worker injuries, illnesses, and fatalities:

*Safety and Health Standards:* The Safety and Health Standards budget activity level request for FY 2025 is \$21,476,000 and 74 FTE, which is level funding with the FY 2023 Enacted Level plus built-ins.

*Federal Enforcement:* The Federal Enforcement budget activity request for FY 2025 is \$261,635,000 and 1,391 FTE, including a program increase of \$2,106,000 and 16 FTE. This program increase will rebuild and strengthen OSHA's enforcement program, including increasing the number of CSHOs.

*Whistleblower Programs:* The Whistleblower budget activity request for FY 2025 is \$23,121,000 and 130 FTE, which is level with the FY 2023 Enacted Level plus built-ins and will allow OSHA to support its Whistleblower Protection Program.

*State Programs:* The State Programs budget activity request for FY 2025 is \$120,000,000, which is level funding with the FY 2023 Enacted Level and will allow OSHA to continue supporting state partners.

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Technical Support: The Technical Support budget activity request for FY 2025 is \$26,483,000 and 97 FTE, which is level with the FY 2023 Enacted Level plus built-ins, and would be used for enhanced laboratory services to support enforcement.

Federal Compliance Assistance: The Federal Compliance Assistance budget activity request for FY 2025 is \$80,561,000 and 224 FTE. This includes a program increase of \$342,000 to increase use of HoloLens, an AI technology, for CSHO training, and \$350,000 and two FTE to allow OSHA to hire two customer experience (CX) staff.

State Compliance Assistance: The State Compliance Assistance budget activity request for FY 2025 is \$63,160,000 and 0 FTE, which is level funding with the FY 2023 Enacted Level.

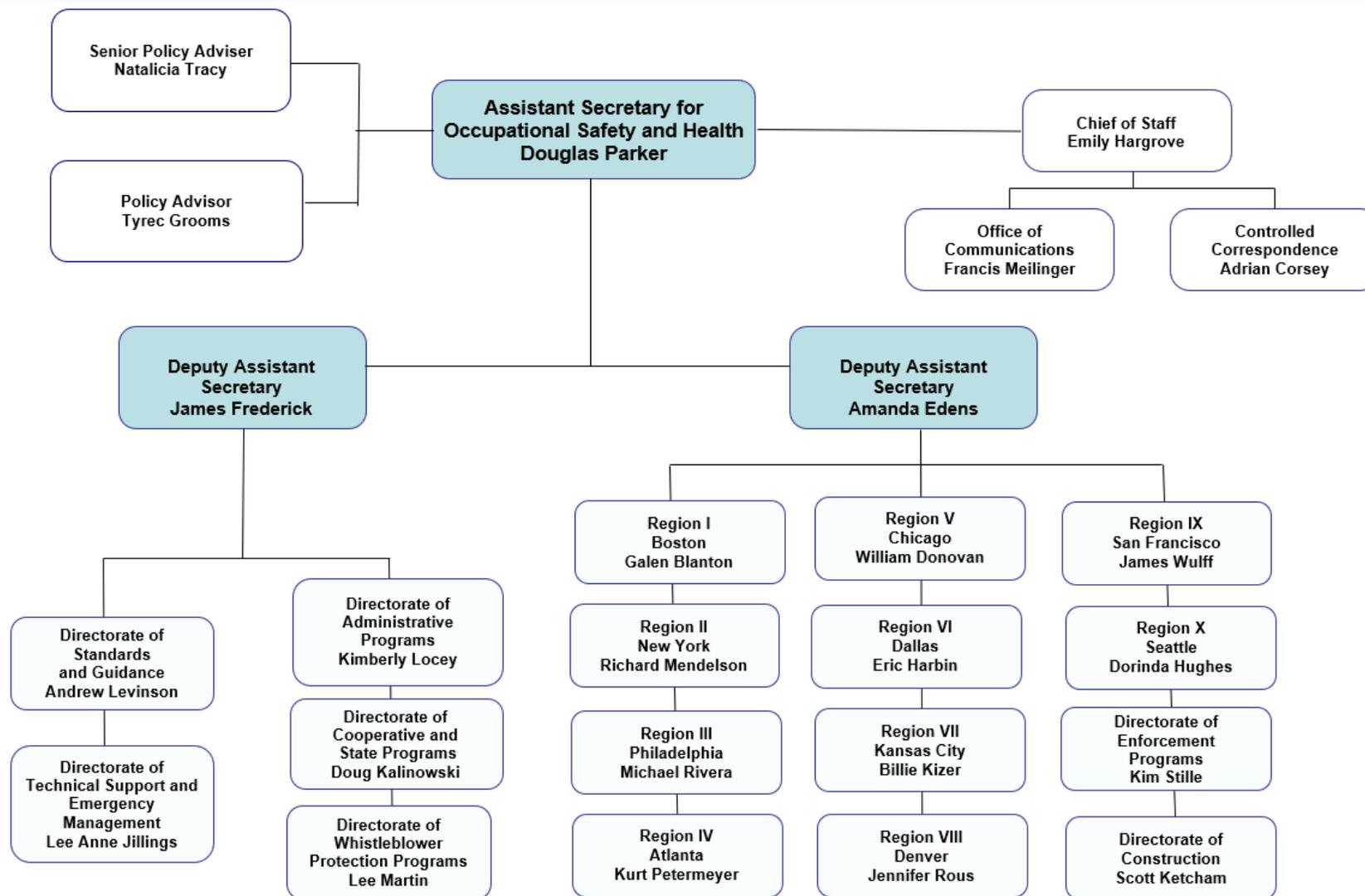
Training Grants: The Compliance Assistance Training budget activity request for FY 2025 is \$12,787,000, which is level funding with the FY 2023 Enacted Level. The funds will allow the Susan Harwood Training Grant Program to target training to underserved and vulnerable populations.

Safety and Health Statistics: The Safety and Health Statistics budget activity request for FY 2025 is \$35,915,000 and 34 FTE, which is level funding with the FY 2023 Enacted Level plus built-ins. The funds will allow OSHA to improve stakeholder engagement through the implementation of technology solutions.

Executive Direction: The Executive Direction budget activity request for FY 2025 is \$10,325,000 and 30 FTE, which is level funding with the FY 2023 Enacted Level plus built-ins.

# OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

## ORGANIZATION CHART





## SAFETY AND HEALTH STANDARDS

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>21,000</b>	<b>21,000</b>	<b>21,476</b>	<b>476</b>
FTE	74	74	74	0

NOTE: FY 2023 reflects actual FTE. Authorized FTE for FY 2023 was 74.

### **Introduction**

Ensuring employers provide their workers a safe and healthful workplace is the core mission of OSHA. To accomplish this mission, OSHA uses both regulatory and non-regulatory approaches to address a broad array of workplace safety and health hazards in support of the President’s priorities, including ensuring the nation’s workers are valued and working in safe conditions and that all workers can thrive in their jobs. The agency’s standards and guidance products extensively cover occupational safety and health hazards in a wide range of workplaces and industries, including general industry, construction, and maritime.

OSHA continually evaluates hazards and risks to the health and safety of workers, particularly those in minority, vulnerable, and underserved communities. The agency is also particularly interested in the impacts of heat on worker safety and health, most notably where heat exposure results in injuries, illnesses, and fatalities. The agency identifies areas where new health and safety standards are necessary to protect workers and evaluates existing standards to determine when updates are necessary to remain relevant by reflecting current health studies, technologies, and approaches, as well as considering updated national consensus standards. During the rulemaking process, the agency must meet the legal and administrative requirements under the OSH Act, other applicable legislation passed by Congress, and Executive Orders. The standard-setting process is complex, carrying with it the force of law, and involves multiple steps and comprehensive stages of review. OSHA’s rules must be accompanied by analyses, based on the best available evidence, to clearly identify the risk of the hazard being addressed and the impacts of regulatory requirements on employers and the economy, offer proof that the new standard will appropriately address that risk, and ensure the requirements are technologically and economically achievable. Such analyses provide multiple opportunities to collect comments and information from the public, affected workers, and industries. OSHA’s scientific analyses to support rulemaking actions must also be peer-reviewed, and a Small Business Regulatory Enforcement Fairness Act (SBREFA) panel must be conducted when regulatory options under consideration have the potential to produce a significant economic impact on small businesses.

The agency’s regulatory activities are complemented by non-regulatory guidance products and outreach initiatives that cover a wide variety of occupational safety and health hazards. Guidance products and outreach initiatives allow the agency to inform workers and employers about safety and health issues more expeditiously than through the formal rulemaking process. In both the regulatory and non-regulatory efforts, the agency uses a scientific, common-sense, and plain-language approach to effectively address safety and health hazards and ensure that steps to improve workplace safety and health are easily understood.

# SAFETY AND HEALTH STANDARDS

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$18,000	65
2021	\$18,000	65
2022	\$19,500	70
2023	\$21,000	74
2024	\$0	74

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

## FY 2025

OSHA is requesting \$21,476,000 and 74 FTE in FY 2025, which is the same as the FY 2023 Enacted Level plus built-ins. OSHA is requesting built-in increases because they are necessary to prevent further staff erosion from pay raises and increased benefit costs. This funding will allow OSHA to continue to focus on moving priority rulemakings through the regulatory process and to initiate additional rulemakings, including updating older OSHA standards and initiating new rulemakings for high hazard industries or processes.

In FY 2025, OSHA expects to publish three proposed rules (e.g., Tree Care, Infectious Disease, and Workplace Violence) and to continue major outreach initiatives on several topics, such as safety and health programs and heat stress. OSHA also expects to produce 30 guidance products related to rulemaking activities and other safety and health topics. The guidance products associated with rulemaking activities will ensure smooth implementation of new or updated standards.

OSHA completed a SBREFA panel for the workplace violence rule in May 2023, and the Agency is currently developing a proposed standard. The Agency will announce projected dates for publication of the NPRM in the semi-annual regulatory agenda, but there is not yet a timeline for publication of a final rule. As the standard development process progresses, the OSHA Training Institute (OTI) will coordinate the development of a training class for Compliance Safety and Health Officers (CSHOs).

In FY 2025, the agency plans to expand its outreach through health education campaigns on heat illness prevention and safety and health programs. OSHA will continue developing a step-by-step approach to help employers and employees in many industries start or improve an existing safety and health program in their workplace. In addition, OSHA will continue to update its safety and health topic pages as needed. The products, offered in multiple languages, will be available to employers and workers in marginalized and underserved communities.

## FY 2024

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation, had not been enacted at the time the budget was produced.

## **SAFETY AND HEALTH STANDARDS**

### **FY 2023**

In FY 2023, OSHA published two final rules and two proposed rules. OSHA completed a SBREFA panel on workplace violence in healthcare and social assistance and initiated a second SBREFA panel on heat stress. OSHA also made significant progress on other high priority rulemakings, including a final rule based on the COVID-19 Healthcare ETS, Tree Care, the update to the Hazard Communication Standard, Heat Illness Prevention in Outdoor and Indoor Work Settings, and Emergency Response and Preparedness.

OSHA continued other major outreach initiatives associated with safety and health programs and heat stress and produced 30 guidance products, including: guidance for the maritime sector in longshoring and shipyards addressing heat stress in confined spaces; guidance products on heat illness prevention; job hazard analysis and hierarchy of controls worksheets; and a rulemaking webpage to provide the public with a clear understanding of the rulemaking process and the opportunities for engagement. The agency also held one stakeholder meeting.

## SAFETY AND HEALTH STANDARDS

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>					
	<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	
<b>Safety and Health Standards</b>					
<b>Strategic Goal 2 - Ensure Safe Jobs, Essential Protections, and Fair Workplaces</b>					
<b>Strategic Objective 2.1 - Secure safe and healthful workplaces, particularly in high-risk industries.</b>					
OSHA-STAN-01	Notices of Proposed Rulemaking	2	2	4	3
OSHA-STAN-02	Final rules	2	2	5	3
OSHA-STAN-03	Guidance/Informational Materials	30	30	30	30

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

## **SAFETY AND HEALTH STANDARDS**

### **Workload and Performance Narrative**

As noted, OSHA must follow established procedures and meet legal requirements set by the OSH Act and other statutes when developing new standards or revising existing standards. The average time needed to develop and issue a safety or health standard is more than seven years. Some rulemakings, by their nature, take longer and require more resources because they involve development of more extensive supporting analyses, are subject to enhanced procedural requirements (e.g., peer review, review under the Small Business Regulatory Enforcement Fairness Act), and involve greater stakeholder involvement. As such, resources available during a given year do not necessarily translate into measurable output for that year. Several rulemakings that OSHA is currently pursuing—in particular, rulemakings addressing risks to workers from heat-related injuries and illnesses, infectious diseases, and workplace violence in healthcare and social assistance—are larger efforts that will require substantial time, resources, and effort to complete.

OSHA anticipates publishing three proposed rules (e.g., Tree Care, Infectious Disease, and Workplace Violence) in FY 2025. In addition to the rulemakings, OSHA anticipates continuing major outreach initiatives on several topics, such as safety and health programs and heat stress. OSHA anticipates producing 30 guidance products related to rulemaking activities and other safety and health topics. OSHA anticipates that the guidance associated with rulemaking activities will ensure smooth implementation of new or updated standards. The agency also anticipates expanding its outreach through health education campaigns on heat illness prevention and safety and health programs, both high priority initiatives. Additionally, OSHA will be able to continue to make progress on initiatives such as developing a step-by-step approach to help employers and employees in many industries start or improve an existing safety and health program in their workplace, along with a library of helpful resources and tools. OSHA will be able to continue its efforts to update its safety and health topic pages as needed. Additionally, OSHA has started work on guidance materials to improve workplace safety culture, which is an essential companion to safety and health management systems.

In FY 2024, OSHA is planning to publish five final rules, four proposed rules, and complete one SBREFA panel. OSHA anticipates the final rules will include the update to the Hazard Communication Standard, the powered industrial truck design standard update, walkaround representation requirements, and the rule revising and clarifying personal protective equipment fit requirements in construction. The agency is working on proposed rules such as indoor and outdoor heat stress, infectious diseases, and workplace violence in healthcare. In addition to the rulemakings, OSHA anticipates continuing major outreach initiatives on several topics, such as safety and health programs and prevention of heat-related injuries and illnesses. OSHA expects to produce 30 guidance products related to safety and health topics. Additionally, OSHA will be able to make further progress on initiatives such as developing a library of resources and tools to help employers and employees in many industries take concrete steps to start or improve an existing safety and health program in their workplace. The agency will be able to continue outreach initiatives on topics such as chemical management, and OSHA will be able to continue to update its safety and health topic pages as needed.

In FY 2023, OSHA continued to focus rulemaking efforts on protecting workers from the COVID-19 virus. The agency developed a final rule based on the COVID-19 Healthcare

## **SAFETY AND HEALTH STANDARDS**

Emergency Temporary Standard, which required extensive time and resources. In addition, OSHA published two final rules, including a rule addressing improved tracking of workplace injuries and illnesses; proposed two rules, including a rule revising and clarifying personal protective equipment fit requirements in construction and a rule addressing employee representation requirements during OSHA inspections; and completed a SBREFA panel on workplace violence in healthcare and social assistance and initiated a second SBREFA panel on heat stress.

Other important rulemaking projects that progressed through ongoing research and analysis in FY 2023 included Tree Care, the update to the Hazard Communication Standard, Heat Illness Prevention in Outdoor and Indoor Work Settings, and Emergency Response and Preparedness.

Additionally, OSHA completed 30 guidance products, including guidance for the maritime sector in longshoring and shipyards addressing heat stress in confined spaces; 12 additional guidance products on heat illness prevention; job hazard analysis and hierarchy of controls worksheets; and a rulemaking webpage to provide the public with a clear understanding of the rulemaking process and the opportunities for engagement.

## SAFETY AND HEALTH STANDARDS

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	8,769	9,111	9,387	276
11.3	Other than full-time permanent	67	67	67	0
11.5	Other personnel compensation	142	198	208	10
11.9	<b>Total personnel compensation</b>	<b>8,978</b>	<b>9,376</b>	<b>9,662</b>	<b>286</b>
12.1	Civilian personnel benefits	3,824	3,956	4,081	125
13.0	Benefits for former personnel	14	14	14	0
21.0	Travel and transportation of persons	312	360	360	0
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	1,038	1,087	1,087	0
23.3	Communications, utilities, and miscellaneous charges	38	67	67	0
24.0	Printing and reproduction	259	33	33	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	1,092	1,523	1,523	0
25.3	Other goods and services from Federal sources 1/	5,437	4,570	4,635	65
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
26.0	Supplies and materials	6	12	12	0
31.0	Equipment	2	2	2	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	<b>Total</b>	<b>21,000</b>	<b>21,000</b>	<b>21,476</b>	<b>476</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	3,977	2,670	2,735	65
	Services by Other Government Departments	1,460	1,900	1,900	0

# SAFETY AND HEALTH STANDARDS

## CHANGES IN FY 2025

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments	\$286
Personnel benefits	119
Federal Employees' Compensation Act (FECA)	6
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	65
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

**Built-Ins Subtotal** **\$476**

**Net Program** **\$0**

**Direct FTE** **0**

	Estimate	FTE
<b>Base</b>	<b>\$21,476</b>	<b>74</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>

## FEDERAL ENFORCEMENT

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>243,000</b>	<b>243,000</b>	<b>261,635</b>	<b>18,635</b>
FTE	1,492	1,375	1,391	16

NOTE: FY 2023 reflects actual FTE. Authorized FTE for FY 2023 was 1,467.

### **Introduction**

The Federal Enforcement activity reflects the authority vested in OSHA by Congress to enforce Federal workplace standards issued under the Occupational Safety and Health Act of 1970 (OSH Act). To ensure compliance with OSHA standards, reduce workplace hazards, and prevent fatalities, the agency conducts inspections of worksites and facilities, assesses penalties, and requires abatement of hazards when violations are identified. OSHA employs a mix of unprogrammed inspections (e.g., investigating complaints, including claims of imminent danger, and serious accidents involving fatalities, amputations, and in-patient hospitalizations) and programmed inspections (those targeted at specific workplace hazards or high-hazard workplaces).

OSHA's enforcement strategies include targeting inspections at workplaces with specific hazards or those in high-hazard industries. In numerous cases, these targeted approaches have identified egregious and persistent violators of the OSH Act. By reaching the most hazardous worksites and facilities, the agency not only helps secure safe and healthy workplaces and reduce workplace injuries, illnesses, and deaths, but also protects at-risk workers, who are least likely to have the protections and training to safely work in high-hazard workplaces.

### **Five-Year Budget Activity History**

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2020	\$221,711	1,323
2021	\$228,711	1,338
2022	\$236,000	1,375
2023	\$243,000	1,467
2024	\$0	1,375

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

### **FY 2025<sup>3</sup>**

In FY 2025, OSHA is requesting \$261,635,000 and 1,391 FTE for enforcement activities. This request includes built-in increases and a program increase totaling \$2,106,000 and 16 FTE to hire 14 Compliance Safety and Health Officers (CSHO), who are the frontline staff responsible for

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<sup>3</sup> Targets and FTE reflect a reprogramming from State Consultation to Federal Enforcement.

## FEDERAL ENFORCEMENT

ensuring employer compliance with OSHA regulations. OSHA is requesting built-in increases because they are necessary to prevent further staff erosion from pay raises and increased benefit costs. New CSHOs will perform an additional 528 inspections when fully trained. OSHA will also hire two additional enforcement staff to support the influx of CSHOs, provide necessary management and policy oversight of the compliance officers, and support the enforcement process.

OSHA will continue its strong commitment to and emphasis on the enforcement of standards and regulations. In FY 2025, OSHA estimates conducting 34,914 inspections (27,931 safety inspections and 6,983 health inspections). Approximately 54 percent of the total inspections initiated will be unprogrammed inspections (e.g., inspections of complaints, employer reported referrals, and fatalities or catastrophes). In general, unprogrammed inspections are those where OSHA is responding to an event, while programmed inspections are inspections planned by OSHA to target important industries and hazards. The agency's response to Severe Injury Reports (SIRs) will also affect inspection totals in FY 2025, resulting in a higher percentage of unprogrammed inspections.

OSHA will continue its strategy of using National Emphasis Programs (NEPs) and Local Emphasis Programs (LEPs), Site-Specific Targeting (SST), Construction Targeting (C-TARG), Corporate Settlement Agreements (CSAs), the Severe Violator Enforcement Program (SVEP), Egregious Cases, Significant Cases, and Criminal Referrals as tools to support a strong, fair, and effective enforcement presence. SST inspections allow OSHA to focus enforcement efforts on non-construction workplaces with 20 or more employees. The program helps OSHA ensure that employers provide safe and healthful workplaces by directing enforcement resources to the workplaces with the highest rate of injuries and illnesses, while also examining workplaces reporting low injury and illness rates to ensure adherence to the reporting requirements. The agency will also conduct programmed inspections using NEPs/LEPs that direct resources to high-hazard industries or focusing on specific hazards that lead to severe injuries, illnesses, or death. To reduce high fatality rates in construction, OSHA will target large construction projects with multiple contractors under the C-TARG program. In FY 2025, OSHA estimates 35 percent of all inspections will be conducted in accordance with an emphasis program addressing Focus Four Hazards (e.g., falls, electrocution hazards, struck-by, and caught between hazards) seen regularly on construction sites. In addition, the agency will utilize its updated SVEP and CSA to identify and hold repeat violators accountable through enforcement policies such as Instance-by-Instance citations and ungrouping violations.

### **FY 2024**

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation, had not been enacted at the time the budget was produced.

### **FY 2023**

In FY 2023, OSHA hired additional CSHOs to assist with front line compliance inspections as part of on-the-job training and non-formal investigations from complaints, referrals, and Severe

## FEDERAL ENFORCEMENT

Injury Reports. The additional CSHOs helped the agency increase the ratio of programmed versus unprogrammed inspections by two percentage points from 44% to 46%. OSHA conducted roughly 1,750 additional programmed inspections to better serve vulnerable workers, positioning the agency to return to its historical role as a leader in worker safety and health. OSHA's ability to increase the ratio of programmed inspections is critical to OSHA's enforcement strategy by ensuring enforcement resources targeting the highest hazards and industries. With an increase in CSHOs, the agency conducted an additional 2,429 inspections in FY 2023. These inspections supported targeted areas of the Agency Management Plan, including:

- maximizing impact through an effective enforcement program,
- protecting essential workers who support America's supply chain, and
- protecting the most vulnerable workers in high hazard industries.

In FY 2023, OSHA conducted 34,249 inspections. The agency redesigned the enforcement portion of the agency Weighting System into the Enforcement Impact Index (EII), which measures the impact of enforcement activity by accounting for levels of agency resource use, enforcement emphasis programs use to target hazards or industries, and actions performed meeting the Agency Management Plan, priorities, and policies. OSHA intends to use the EII as a management tool and as a mechanism to communicate how OSHA is prioritizing enforcement resources beyond the simple metric of number of inspections.

OSHA is committed to shifting the focus to the highest-impact and most complex inspections at high-risk workplaces, which often employ minority and other vulnerable workers. In FY 2023, OSHA conducted 1,572 more inspections in the construction sector than FY 2022. The construction sector employs a higher percentage of vulnerable workers and OSHA's increased presence helps reduce or eliminate exposure to the four frequent hazards associated with death or serious injury in the sector. In FY 2023, the agency supported OSHA's Safety Technician Enhancement Program, which helps to develop future CSHOs. It also created an apprenticeship program that develops safety technicians into entry-level CSHOs. Both programs add to the number of CSHOs available to conduct construction and general industry inspections related to safety.

OSHA experienced a 0.4 percent increase in contested cases necessitating increased usage of expert litigation support in FY 2023. To support contested cases, OSHA employed expert witnesses, court reporters, and other litigation support services. Experts testified, provided supporting documentation, and responded to contested cases related to safety and health enforcement inspections, including those focused on vulnerable and diverse worker populations, and topical and emerging hazards, such as heat stress and the impact to temperature and climate change in the workplace for a variety of industries (e.g., warehousing & distribution center operations, and meat and poultry processing).

Ensuring employers comply with OSHA standards is critical to protecting employees. OSHA ensures compliance through prioritizing timely inspections of unprogrammed activity such as fatalities and catastrophes, referrals, severe injury reports, complaints, as well as investigations of non-formal valid complaints before conducting any programmed activity. OSHA received 10,775 SIRs in FY 2023. These SIR inspections typically require double the time to complete

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compared to programmed inspections. In FY 2023, 69 percent of injuries reported through the SIR program (7,406) were addressed through rapid response investigations (i.e., a safe-harbor provision for employers that conduct internal investigations) and the remaining 31 percent (3,369) resulted in inspections as outlined in OSHA's "Revised Interim Enforcement Procedures for Reporting Requirements under 29 C.F.R. 1904.39," published March 4, 2016.

Even with the increase in unprogrammed activity, OSHA continued to focus enforcement resources on critical and strategic areas that help reduce workplace fatalities, injuries, and illnesses. Strong, fair enforcement is the underpinning of the OSH Act and is necessary to deter negligent employers, but OSHA does not have the resources needed to conduct inspections at the more than 4 million workplaces in Federal OSHA states. OSHA continued its strategy of using NEPs and LEPs, SSTs, C-TARG inspections, CSAs, SVEP, Egregious Cases, Significant Cases, and Criminal Referrals as tools to support a strong, fair, and effective enforcement presence.

The agency used emphasis programs (EPs) to systematically inspect high-hazard industries with specific hazards that lead to severe injuries, illnesses, or death. OSHA maintains twelve NEPs: falls in all industries, warehousing and distribution center operations, lead, ship-breaking, trenching/excavations, process safety management, hazardous machinery, hexavalent chromium, primary metal industries, silica, combustible dust, and outdoor and indoor heat-related hazards. OSHA's Regions and Area Offices have additional regional and local emphasis programs that focus on specific hazards and high-hazard industries prevalent in their jurisdiction. CSHOs hired in FY 2023 assisted senior CSHOs in many emphasis program inspections, as these inspections are critical to learning and applying the agency's policies and procedures.

In FY 2023, OSHA continued SST inspections that focus on non-construction workplaces with 20 or more employees with elevated injury and illness rates. The program helped OSHA ensure that employers provide safe and healthful workplaces by directing enforcement resources to the workplaces with the highest rate of injuries and illnesses.

In 2022, the Bureau of Labor Statistics reported that the construction industry accounted for about 11 percent of employment, but 20 percent of all worker fatalities. In 2022, the Bureau of Labor Statistics also reported that the fatality rate for construction was 9.6 deaths per 100,000 FTE workers in 2022 as compared to the national average of 3.7 for all industries. To reduce high fatality rates in construction, OSHA targeted worksites through the C-TARG program, which focused on large construction projects rather than construction firms. C-TARG established the agency's presence throughout the construction industry, primarily through inspection of construction job sites with multiple contractors. C-TARG inspections identified the Focus Four Hazards (e.g., falls, electrocution hazards, struck-by, and caught between hazards) seen regularly on construction sites and focused on correcting these common hazards. The Focus Four Hazards continue to account for more than half of all construction fatality incidents and are a high priority for the agency. With the redesign of the OSHA weighting system into the Enforcement Impact Index (EII), OSHA expects to direct enforcement resources to worksites in all industries targeting these four hazards as they are likely to cause serious injury or death.

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In FY 2024, with the anticipated continued funding for infrastructure projects and associated construction activity, OSHA will focus on preventing and addressing fatal incidents involving hazards associated with falls in all industries and the Focus Four Hazards in construction. Falls have been identified as the leading cause for approximately 30 percent of all fatal incidents in construction. In 2023, four of the top 10 conditions where citations were issued nationwide involved fall hazards. The other focused hazards (struck-by, caught between, and electrocution hazards) contributed to an additional 20 percent of all construction fatalities. This will be a continued focus for the agency to address the causal factors of these incidents.

OSHA uses CSAs as an enforcement tool when an employer is found to have a significant pattern of non-compliance with the OSH Act across multiple locations. In FY 2023, OSHA entered a CSA with Dollar Tree ensuring abatement for material storage and access/egress in all retail stores across the nation. This wide-ranging abatement program maximizes performance measures, such as the total number of employees removed from workplace hazards. OSHA ensures that an employer fully implements a CSA by conducting monitoring inspections and requiring abatement and audit documentation throughout the life of the CSA.

The agency uses SVEP to focus compliance efforts on significant hazards and violations, in construction and general industry, by concentrating inspection resources on recalcitrant or indifferent employers. The intent of SVEP is to promote the correction of hazards found in these workplaces and, where appropriate, in other worksites of the same employer where similar hazards and deficiencies may be present. In FY 2023, OSHA's Regions reported over 929 SVEP cases, with 65 percent being construction-related.

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<b>WORKLOAD AND PERFORMANCE SUMMARY</b>					
		<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target<sup>4</sup></b>	<b>Target<sup>5</sup></b>
<b>Federal Enforcement</b>					
<b>Strategic Goal 2 - Ensure Safe Jobs, Essential Protections, and Fair Workplaces</b>					
<b>Strategic Objective 2.1 - Secure safe and healthful workplaces, particularly in high-risk industries.</b>					
<b>Federal Compliance Inspections</b>					
OSHA-FCI-01op	Safety Inspections	27,032	28,114	27,477	27,931
OSHA-FCI-02op	Health Inspections	6,758	6,135	6,869	6,983
<b>Total</b>		<b>33,790</b>	<b>34,249</b>	<b>34,346</b>	<b>34,914</b>
OSHA-CMPL-01op	Percent of worker complaints that have an inquiry initiated within one working day or an on-site inspection initiated within five working days	95%	98%	95%	95%
OSHA-FCI-04op	Construction Inspections	17,398	17,557	17,516	17,806
OSHA-FCI-07	Enforcement Impact Index Total	60,179	63,273	TBD	TBD
OSHA-FCI-08	Phone and Fax non-formal investigations	23,500	24,667	23,500	23,500

<sup>4</sup> Targets and FTE reflect a reprogramming from State Consultation to Federal Enforcement.

<sup>5</sup> Targets and FTE reflect a reprogramming from State Consultation to Federal Enforcement.

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<b>WORKLOAD AND PERFORMANCE SUMMARY</b>					
		<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target<sup>4</sup></b>	<b>Target<sup>5</sup></b>
OSHA-FCI-09	Severe Injury Reporting – Rapid Response Investigations	8,700[p]	7,406	8,700[p]	8,700[p]
OSHA-FCI-10	Severe Injury Reporting – Severe Injury Inspections	2,900	3,369	2,900	2,900
OSHA-FCI-13	Percent of inspections conducted through emphasis programs specifically focused on reducing or eliminating employee exposure to fall, struck-by, caught-in, and electrical hazards in all workplaces	33%	33%	34%	35%
OSHA-FED-01op	Federal Agency Inspections	676	890	687	698
OSHA-Hazards-11op <sup>6</sup>	Percent Increase in Hazards Abated for Powered Industrial Trucks	5%	54%	--	--
OSHA-Hazards-12op <sup>7</sup>	Number of hazards abated related to powered industrial trucks in the warehousing industry	154	238	--	--
OSHA-Hazards-14 <sup>8</sup>	Percent increase in Hazards Abated for Powered Industrial Trucks in the warehousing and distribution center industry	--	--	[base]	5%
OSHA-PG-03op	Federal Agency total case rate for injuries and illnesses	1.50	2.37	4.07	2.38

<sup>6</sup> This workload measure was discontinued in FY 2024.

<sup>7</sup> This workload measure was discontinued in FY 2024.

<sup>8</sup> This workload measure was started in FY 2024, so there are no applicable targets or results from FY 2023.

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<b>WORKLOAD AND PERFORMANCE SUMMARY</b>				
	<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
	<b>Target</b>	<b>Result</b>	<b>Target<sup>4</sup></b>	<b>Target<sup>5</sup></b>
OSHA-PG-04op	Federal Agency lost time case rate for injuries and illnesses			
	1.00	1.77	3.44	1.70

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

## FEDERAL ENFORCEMENT

### Workload and Performance Narrative<sup>9</sup>

OSHA will continue the agency's strong commitment to and emphasis on the enforcement of standards and regulations. The requested funding supports promoting safe working conditions. Post COVID, the rate of 3.7 fatal occupational injuries per 100,000 FTE in 2022 (source: BLS) represents the highest annual rate since 2016. With the additional 14 CSHOs, the agency anticipates conducting an additional 206 inspections in FY 2025, which is included in the planned 34,914 federal inspections (27,931 safety inspections and 6,983 health inspections). OSHA estimates that approximately 54 percent of the total inspections initiated will be unprogrammed activities (e.g., complaints, employer reported referrals, and fatalities or catastrophes).

The response to SIRs will also continue to affect inspection totals in FY 2025, resulting in a higher percentage of unprogrammed activities. In general, the agency expects that previously hired CSHOs from FY 2023, now in their second year of service, and newly hired CSHOs will cover many of the non-formal SIR-related investigations known as rapid response investigations (i.e., employer-led investigations) in FY 2025 in addition to programmed inspections, allowing CSHOs with two or more years of service to focus on injury/fatality or more complex inspections (ex. combustible dust, process safety management, large multi-employer construction sites, significant, or egregious inspections). OSHA estimates about 75 percent of injuries reported through the SIR program will be addressed through rapid response investigations and the remaining 25 percent will result in inspections, as outlined in OSHA's "Revised Interim Enforcement Procedures for Reporting Requirements under 29 C.F.R. 1904.39," published March 4, 2016.

In FY 2025, OSHA plans to continue SST inspections to help focus agency efforts on non-construction workplaces. SST inspections will target non-construction workplaces with 20 or more employees and is based on the injury and illness information employers submit to OSHA through the Injury Tracking Application. OSHA creates inspection lists of establishments with an elevated days away restricted or transferred (DART) rate, together with a random sample of establishments that did not provide the required data to OSHA. To verify data accuracy, the agency includes a random sample of low-rate establishments for quality control purposes. The program helps OSHA achieve the goal of ensuring that employers provide safe and healthful workplaces by directing enforcement resources to the workplaces with the highest rate of injuries and illnesses, while also examining low-reporting workplaces to ensure adherence to the reporting requirements.

To direct and disseminate CSHO resources, the agency will continue to conduct programmed inspections using NEPs/LEPs that direct resources to high-hazard industries or specific hazards that lead to severe injuries, illnesses, or death. In FY 2025, recently hired CSHOs from FY 2023 thru FY 2024 will assist senior CSHOs in many NEP/LEP inspections, as these are critical to learning and applying the agency's policies and procedures. OSHA estimates 35 percent of all inspections will be conducted in accordance with an emphasis program addressing focus four hazards.

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<sup>9</sup> Targets and FTE reflect a reprogramming from State Consultation to Federal Enforcement.

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Additionally, the agency plans continued utilization of its updated SVEP and CSAs. OSHA will also utilize an improved capacity to identify and hold our repeat violators accountable through enforcement policies such as Instance-by-Instance citations and ungrouping violations.

In 2022, the total recordable case rate in the warehousing industry was 5.5, compared to the total recordable case rate of 2.8 for all industries. For this reason, inspections in the warehousing industry are a priority for the agency. OSHA recently transitioned to a new Agency Priority Goal (APG) for FYs 2024 and 2025, which addresses the safe operation and use of powered industrial trucks within the Warehousing and Distribution Center Operation Industry (includes high-injury rate retail operations in site NAICS 444130, 444190, 445110, and 452311). The APG continues OSHA's goal to reduce injuries and fatalities in the Warehousing and Distribution Center Operation industries. In FY 2025, OSHA will continue the FY 2024 expanded APG regarding safe operation and use of powered industrial trucks to include the industries targeted by the NEP on Warehousing and Distribution Center Operations.

The APG addresses those hazards for possibly five million people who work in these industries with a goal to increase abatement of such hazards by five percent over the FY 2024 baseline. In the warehousing industry alone, 25.1% of workers are Black or African American, (12.6% of the workers in the U.S. are in this demographic group) and 34.8% are Hispanic or Latino (18.5% of U.S. workers are in this group). Additionally, the BLS worker characteristics from the 2022 Census of Fatal Occupational Injuries noted "The fatal injury rate for Black or African American workers and for Hispanic or Latino workers increased from 2021 to 2022 with rates up from 4.0 to 4.2 and 4.5 to 4.6 per 100,000 FTE workers, respectively". In addition to the new APG, OSHA will continue addressing hazards such as ergonomics, electrical, falls, material handling, and heat under the NEP on Warehousing and Distribution Center Operations.

In FY 2025, the agency will continue to focus on fatal incidents involving hazards associated with falls in all industries and the focus four high hazards in construction. As a result, OSHA's Falls NEP will lead to increased enforcement pressure on this hazard. In FY 2025, OSHA projects 21% (7,330 inspections) of all inspections will have abated hazards related to fall exposures.

For FY 2025, OSHA will continue to focus on the serious hazards in the construction industry with 17,806 planned construction inspections. OSHA's C-TARG program is intended to be used to focus OSHA's compliance staff to identify and correct construction hazards such as falls, electrical, struck-by, and caught-between hazards. These four hazards account for more than half of all construction fatality incidents and are a high priority for the agency. Demographically, the construction industry is approximately 60% White workers, 30% Hispanic workers, 10% women workers, and 5% Black or African American workers. In 2022, foreign-born Hispanic or Latino workers accounted for 63.5 percent (792) of total Hispanic or Latino worker fatalities (1,248). Fatalities in the construction industry accounted for 316 of the 792 foreign born Hispanic or Latino worker deaths in 2022.

The federal agency total case rate for the injuries and illnesses performance measure counts the total number of workers' compensation cases in federal agencies, including first aid. The federal agency total case rate performance measure was 2.37 in FY 2023 and is projected to be 2.28 in

## FEDERAL ENFORCEMENT

FY 2025. OSHA will establish goals that focus on continual improvement for the federal agencies. In FY 2025, OSHA expects to conduct 698 federal agency inspections.

Finally, OSHA will focus on highest-impact and complex inspections at high-risk workplaces, which often employ minority and other vulnerable workers. OSHA will utilize the Enforcement Impact Index (EII), to account for and encourage measurable qualities and actions that impact an inspection. For example, EII considers inspections that: 1) require considerable enforcement resources (e.g., process safety management, sampling health hazards, ergonomics, etc.), 2) target specific program hazards (e.g., emphasis programs for amputations, falls, struck-by, etc.), and 3) address APGs, industries, or initiatives (e.g., APGs for warehousing and distribution center operations, heat-related illnesses, workplace violence, etc.). OSHA will use the impact criteria and BLS data to determine inspection types that affect industries employing high numbers of vulnerable worker populations. In contrast, if OSHA were to count only the number of inspections without considering these factors, the data could have the unwanted effect of incentivizing quick, uncomplicated, and relatively easy-to-defend inspections; and, potentially disincentivizing more impactful inspections.

## FEDERAL ENFORCEMENT

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	145,561	125,467	138,003	12,536
11.3	Other than full-time permanent	178	178	178	0
11.5	Other personnel compensation	1,632	2,278	2,396	118
11.9	<b>Total personnel compensation</b>	<b>147,371</b>	<b>127,923</b>	<b>140,577</b>	<b>12,654</b>
12.1	Civilian personnel benefits	57,244	49,249	53,960	4,711
12.2	Military Personnel Benefits	0	0	0	0
13.0	Benefits for former personnel	34	34	34	0
21.0	Travel and transportation of persons	7,027	8,114	8,229	115
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	9,614	11,017	11,017	0
23.3	Communications, utilities, and miscellaneous charges	246	437	437	0
24.0	Printing and reproduction	165	21	21	0
25.1	Advisory and assistance services	987	1,613	1,613	0
25.2	Other services from non-Federal sources	343	479	495	16
25.3	Other goods and services from Federal sources 1/	17,691	40,549	41,506	957
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	113	113	113	0
26.0	Supplies and materials	856	1,875	1,907	32
31.0	Equipment	1,251	1,518	1,668	150
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	58	58	58	0
	<b>Total</b>	<b>243,000</b>	<b>243,000</b>	<b>261,635</b>	<b>18,635</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	13,925	33,629	34,456	827
	DHS Services	1,183	1,183	1,183	0
	Services by Other Government Departments	2,583	5,737	5,867	130

# FEDERAL ENFORCEMENT

## CHANGES IN FY 2025

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments	\$11,458
Personnel benefits	4,226
Federal Employees' Compensation Act (FECA)	18
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	827
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

**Built-Ins Subtotal** **\$16,529**

**Net Program** **\$2,106**

**Direct FTE** **16**

	Estimate	FTE
<b>Base</b>	<b>\$259,529</b>	<b>1,375</b>
<b>Program Increase</b>	<b>\$2,106</b>	<b>16</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>



## WHISTLEBLOWER PROGRAMS

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>22,500</b>	<b>22,500</b>	<b>23,121</b>	<b>621</b>
FTE	162	130	130	0

NOTE: FY 2023 reflects actual FTE. Authorized FTE for FY 2023 was 145.

### **Introduction**

This activity supports enforcement of 25 whistleblower protection statutes, including Section 11(c) of the Occupational Safety and Health Act of 1970 (OSH Act), and the two newest statutes: the Criminal Antitrust Anti-Retaliation Act (CAARA) and the Anti-Money Laundering Act (AMLA). The whistleblower protection statutes administered by OSHA protect employees who report violations of various workplace safety and health, airline, commercial motor carrier, consumer product, environmental, financial reform, food safety, health insurance reform, motor vehicle safety, nuclear, pipeline, public transportation agency, railroad, maritime, securities, tax, antitrust, and anti-money laundering laws. These statutes prohibit any person from discharging, or in any manner retaliating, against any employee who has exercised their rights under a covered act.

OSHA is committed to advancing President Biden’s and Departmental priorities, including promoting equity in the agency’s programs and workforce, and supporting vulnerable workers in underserved communities as a cornerstone of the agency’s work. The 25 whistleblower protection statutes OSHA enforces prohibit employers from discharging, or in any manner retaliating against, an employee who has exercised their rights under a covered Act.

### **Five-Year Budget Activity History**

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2020	\$18,564	119
2021	\$19,064	122
2022	\$21,500	137
2023	\$22,500	145
2024	\$0	130

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

### **FY 2025**

In FY 2025, OSHA is requesting \$23,121,000 and 130 FTE, which is the FY 2023 Enacted Level plus built-ins and will allow OSHA to support its Whistleblower Protection Program (WPP). OSHA is requesting built-in increases because they are necessary to prevent further staff erosion from pay raises and increased benefit costs. OSHA will hire whistleblower investigators to the

## WHISTLEBLOWER PROGRAMS

maximum extent possible with available resources. However, without additional FTE, OSHA expects to experience an increased inventory of pending investigations.

A continued backlog of cases due to insufficient FTE could cause harm to the workers that OSHA's WPP serves. For example, a large backlog could deter workers from identifying workplace hazards or reporting violations of other laws because they fear that it could take OSHA an extended time to respond to potential retaliation. If fired, the worker would possibly be without pay for months before the case is resolved. Even other workers at these establishments could be subject to harm through increased exposure to an unsafe workplace. These concerns are likely especially significant for underserved and vulnerable workers.

In FY 2025, OSHA expects to further advance the Biden administration's efforts to ensure full and fair access for all workers regardless of race, color, ethnicity, sex, gender, sexual orientation, gender identity, disability, migrant status, religion, or other marginalized status through targeted outreach and awareness. The agency will hold additional stakeholder meetings and targeted small group roundtables for underserved communities to obtain valuable public input and feedback on how the agency could improve program operations and enhance customer service. Moreover, the agency expects to conduct an outreach campaign to inform workers and employers of whistleblower rights under the statutes enforced by OSHA.

OSHA will continue to work on active rulemakings involving the final rule for the Anti-Money Laundering Act (AMLA), and a rule that addresses inconsistencies in the administrative statute regulations.

### **FY 2024**

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation, had not been enacted at the time the budget was produced.

### **FY 2023**

In FY 2023, as part of the effort to build a stronger whistleblower program, OSHA focused on preventing an increase in the backlog of complaint investigations while also reducing the overall inventory of pending investigations. The Agency also maintained focus on the complainant outcome and experience. OSHA has seen a consistent increase in new complaints filed, including a large increase in COVID-19 related complaints since the beginning of the pandemic, which resulted in a significant backlog of pending investigations. In FY 2023, OSHA completed 3,649 investigations, an increase of 754 investigations above the 2,895 investigations completed in FY 2022. Under the Biden administration, OSHA has continued to ensure full and fair access for all workers through targeted outreach and awareness. The agency held additional stakeholder meetings and targeted small group roundtables in English and Spanish, particularly with traditionally underserved communities such as farmworkers, meat and poultry workers, and non-English speaking workers, to obtain valuable public input and feedback on how the agency could improve program operations and enhance customer service. OSHA worked with employee advocacy groups representing workers who may be afraid to file complaints, such as

## **WHISTLEBLOWER PROGRAMS**

undocumented and low wage workers. The Whistleblower Outreach Plan also focused on training and educational opportunities for employers on these rights, as well as the benefits of establishing an anti-retaliation culture in their workplaces, by promoting the agency's Recommended Practices for Anti-Retaliation Programs guidance. The agency also embarked on a campaign featured training for the public in English and Spanish on whistleblower rights, a poster (in English and Spanish), and a short English and Spanish informational video.

OSHA continued to work on four active rulemakings involving a final rule for the Taxpayer First Act (TFA) as well as interim final rules leading to final rules for the Criminal Antitrust Anti-Retaliation Act (CAARA), the Anti-Money Laundering Act (AMLA), and a rule to address inconsistencies in the administrative statute regulations. OSHA also continued to complete the remaining statute-specific desk aids for its newest statutes including TFA, CAARA, and AMLA, accompanied by an updated Affordable Care Act (ACA) document.

## WHISTLEBLOWER PROGRAMS

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>				
	<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>Whistleblower Programs</b>				
<b>Strategic Goal 2 - Ensure Safe Jobs, Essential Protections, and Fair Workplaces</b>				
<b>Strategic Objective 2.1 - Secure safe and healthful workplaces, particularly in high-risk industries.</b>				
OSHA-WB-09op	Average age of pending whistleblower investigations.			
	320	199	300	300
OSHA-WB-14op	Backlog reduction annual target			
	10.0%	50.0%	5.0%	3.0%
OSHA-WB-15op	Inventory reduction annual target			
	5.0%	16.0%	3.0%	0.0%

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

# WHISTLEBLOWER PROGRAMS

## Workload and Performance Narrative

OSHA has experienced an increase in new complaint filings since February 2020, in part, due to the COVID-19 pandemic. As of August 31, 2023, the agency has received 7,001 COVID-19 related complaints since the beginning of the pandemic. This resulted in an increase of approximately 163 new complaints per month during the duration of the pandemic in addition to OSHA's traditional whistleblower workload, contributing to an inventory of more than 1,988 pending investigations at the end of FY 2023. It is anticipated that OSHA will continue to experience higher numbers of new complaints filed well into FY 2025.

The agency anticipates a continuing increase in the average age of pending whistleblower investigations as well as an increase in both the inventory of backlogged cases (> 300 days) and the total inventory of cases without any increase in FTE. OSHA estimates it will complete 2,250 investigations in FY 2025, equivalent to the number projected for FY 2024, resulting in a decrease of 1,399 investigations from FY 2023. To maximize its reduced resources, OSHA's focus will be limited to mission critical functions. Furthermore, in FY 2025, OSHA's WPP will continue to coordinate the U&T Visa Certification Program with no additional resources to devote to handling an anticipated increase in requests. In FY 2024, OSHA will use its resources to maintain an effective whistleblower program and focus on controlling increases in the average age of pending whistleblower investigations, the inventory of backlogged cases, and the total inventory of cases.

In FY 2024, OSHA is committed to advancing President Biden's and Departmental priorities, including promoting equity in the agency's programs and workforce, and supporting vulnerable workers in underserved communities. OSHA will hold two stakeholder meetings to provide a forum for individuals to offer the agency ways to improve the program. In addition, the agency will hold a series of meetings with worker rights' groups, unions, and employers, that represent vulnerable worker populations to create relationships resulting in more effective outreach to workers and employers through enhanced activities, resource material, and training. The emphasis will be placed on maritime and dock workers as well as the railroad industry. OSHA will also continue to create an event around National Whistleblower Day (NWD) that will raise awareness of whistleblower rights. Finally, the agency will implement WPP website recommendations from the SEED project that are intended to improve usability. Internal training for WPP staff will continue in FY 2024. OSHA will deliver training on the following topics: de-escalation and complainant management, the investigative process update, and the Food Safety Modernization Act (FSMA) update. The agency will continue to improve upon its intranet-based WBI Resource Page for whistleblower personnel, which provides resources for technical assistance.

In FY 2024, OSHA will implement several strategies to improve its whistleblower program processes. OSHA will issue an updated and improved online complaint form with expanded functionalities. The agency will evaluate the national intake pilot that began in FY 2023. Furthermore, a learning item is planned to study the complaint-intake process for improved efficiency (SEED Project recommendation). OSHA will also continue to focus on backlog reduction strategies to further reduce the inventory of overaged complaints and expedite investigations. The agency recently launched a new, more robust whistleblower database system for new cases while maintaining the former legacy platform for existing cases. Further

## WHISTLEBLOWER PROGRAMS

development of this new system and electronic case files will eventually allow for greater data integrity and integration, along with improved performance management. In FY 2024, OSHA will continue to deliver training on the new database.

OSHA will complete additional work on three active rulemakings involving a final rule for the Criminal Antitrust Anti-Retaliation Act (CAARA) as well as interim final rules for the Anti-Money Laundering Act (AMLA) and a clean-up of inconsistencies in the administrative statute regulations. The agency will also continue to complete the remaining statute-specific desk aids for its newest statutes, including the Taxpayer First Act (TFA), CAARA, and AMLA, accompanied by an updated Affordable Care Act (ACA) document.

In FY 2024, the agency will continue to support its U and T Visa Certification Program. OSHA's WPP maintains the program's database and retains all records generated by this program. A module in the OSHA Information System (OIS) is being developed for these investigations. All requests are initially processed in the national office and then transmitted to regional coordinators for investigation. OSHA will work to refine current procedures as well as develop new procedures and practices for this effort.

In FY 2023, OSHA implemented a Diverted Case Initiative to address cases open for over 800 days. This initiative played a decisive role in ensuring that OSHA was successful in reducing WB-09, the Average Age of Pending Whistleblower Investigations (docketed cases only), from 332 days at the end of FY 2022 to approximately 199 days at the end of FY 2023. In addition, OSHA accomplished a reduction in both the inventory of backlogged cases (> 320 days) by over 50% and the total inventory of cases by over 16% by the end of FY 2023. The agency completed 3,649 investigations by the end of FY 2023, an increase of more than 754 investigations above the 2,895 investigations completed in FY 2022.

OSHA focused on improving the quality of its outreach efforts to educate employers and amplify workers' voices in FY 2023. Two stakeholder meetings were held in English and Spanish to seek feedback from the public on the effectiveness of OSHA's WPP. In addition, two roundtable discussions were conducted with USPS union representatives to address prevalent retaliatory practices by this employer as well as a discussion with migrant worker advocate groups to explore retaliation issues encountered by vulnerable workers. The agency also conducted an outreach campaign, centered around National Whistleblower Day, to provide information about whistleblower protections afforded by the statutes enforced by OSHA. Internal training was also a priority for OSHA in FY 2023 with the delivery of three national training webinars for WPP staff: 1) Whistleblower Training: The New WIM; 2) The Whistleblower Investigative Process: Nexus; and 3) Remedies and Damage Calculations.

Rulemaking efforts continued in FY 2023 as OSHA published the Criminal Antitrust Anti-Retaliation Act (CAARA) interim final rule in the Federal Register on February 10, 2023, followed by the Taxpayer First Act (TFA) final rule on March 13, 2023. Finally, the Secretary delegated to OSHA the authority to issue certifications in support of applications for U non-immigrant status and T non-immigrant status visas in FY 2023. U Visas and T Visas allow victims of specific crimes to help law enforcement detect, investigate, and prosecute crimes without fear of retaliation based on their immigration status. In support of this effort, the agency developed and launched a new U and T Visa Certifications webpage to publicize the new program.

## WHISTLEBLOWER PROGRAMS

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	15,164	11,502	11,851	349
11.3	Other than full-time permanent	2	2	2	0
11.5	Other personnel compensation	129	180	189	9
11.9	<b>Total personnel compensation</b>	<b>15,295</b>	<b>11,684</b>	<b>12,042</b>	<b>358</b>
12.1	Civilian personnel benefits	6,013	4,544	4,685	141
13.0	Benefits for former personnel	8	8	8	0
21.0	Travel and transportation of persons	557	643	643	0
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	260	272	272	0
23.3	Communications, utilities, and miscellaneous charges	32	56	56	0
24.0	Printing and reproduction	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	159	223	223	0
25.3	Other goods and services from Federal sources 1/	153	5,022	5,144	122
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
26.0	Supplies and materials	20	45	45	0
31.0	Equipment	3	3	3	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	<b>Total</b>	<b>22,500</b>	<b>22,500</b>	<b>23,121</b>	<b>621</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	148	5,016	5,138	122
	DHS Services	5	6	6	0

# WHISTLEBLOWER PROGRAMS

## CHANGES IN FY 2025

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments	\$358
Personnel benefits	140
Federal Employees' Compensation Act (FECA)	1
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	122
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

**Built-Ins Subtotal** **\$621**

**Net Program** **\$0**

**Direct FTE** **0**

	Estimate	FTE
<b>Base</b>	<b>\$23,121</b>	<b>130</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>

## STATE PROGRAMS

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>120,000</b>	<b>120,000</b>	<b>120,000</b>	<b>0</b>
FTE	0	0	0	0

### **Introduction**

This budget activity supports OSHA-approved State Plan development and enforcement of workplace safety and health standards, compliance assistance, and cooperative programs, including Voluntary Protection Programs. OSHA’s State Plans are responsible for workplace safety and health for over 40 percent of U.S. workers. Twenty-two State Plans cover both private- and public-sector employees and seven cover public-sector employees only. Section 23(g) of the OSH Act authorizes the agency to award matching grants of up to 50 percent of the total operational costs to those states that meet the OSH Act’s criteria for establishing and implementing programs for standards and enforcement that are “at least as effective” as Federal OSHA’s program.

State Plans support DOL’s Strategic Objective of securing safe and healthful working conditions for America’s workers by conducting enforcement and regulatory activities; administering 11(c) whistleblower protection programs; performing a wide range of outreach and compliance assistance activities; and fostering cooperative program participation. State Plans also provide extensive training programs for workers and small businesses throughout the states. Private-sector consultation is provided through all the State Plans, either through participation in the separately funded Consultation program, authorized under Section 21(d) of the OSH Act or, as in two states (Kentucky and Washington), directly under their State Plan 23(g) grant.

OSHA works with the State Plans to ensure safety and health policies of the State Plans are “at least as effective” as Federal OSHA’s policies. OSHA also ensures the State Plans use resources efficiently, Federal and State initiatives are consistent, and State Plans maintain strong consultation and compliance assistance programs. To increase consistency in program operations, OSHA encourages State Plans to participate in the development of national worker protection policy. In furtherance of the collaborative and cooperative dialogue, OSHA meets with all the State Plans three times a year and meets with the State Plan Board an additional three times, to discuss policy issues and unique State Plan approaches to protecting workers. Additionally, OSHA communicates with each State Plan individually throughout the year in quarterly meetings to discuss overall program performance under the agreed-upon State Activity Mandated Measure (SAMM).

For each State Plan, OSHA issues a Comprehensive Federal Annual Monitoring Evaluation (FAME) Report every other year, with a follow-up FAME report in the off years. These monitoring efforts help OSHA ensure that State Plans are given the flexibility to address state-specific hazards and industries in unique ways, but that their policies and procedures remain “at least as effective” as Federal OSHA.

# STATE PROGRAMS

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$108,575	0
2021	\$110,075	0
2022	\$113,000	0
2023	\$120,000	0
2024	\$0	0

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

### FY 2025

In FY 2025, OSHA is requesting \$120,000,000 for State Plans, which is level with the FY 2023 Enacted Level. Using a 2 percent inflation rate, OSHA estimates that the FY 2023 baseline activities would decrease by 2 percent in FY 2024 and an additional 2 percent in FY 2025. The lack of any federal inflationary or program increases will cause a lack of funding for new initiatives and/or decreased staffing unless State Plans contribute more of their own funding.

Due to inflation and the lack of a program increase, OSHA anticipates a reduction in the number of activities completed in FY 2025 compared to FY 2024. For example, State Plans would perform 33,506 inspections, 2,031 public sector consultation visits, and 1,447 whistleblower investigations in FY 2025. Comparatively, Federal OSHA expects to complete 34,190 inspections, 2,072 public sector consultation visits, and 1,476 whistleblower investigations in FY 2024.

There is currently a workgroup revising the SAMMs. An improved set of SAMMs will enhance State Plan performance, leading to improved worker safety and health and a more efficient review of State Plan activities.

### FY 2024

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation, had not been enacted at the time the budget was produced.

### FY 2023

OSHA State Plan partners share the same commitment to worker safety and worker advocacy as federal OSHA. For instance, State Plans focus their enforcement and outreach efforts on high-risk industries that employ workers from underserved and marginalized communities. In FY 2023, State Plans continued to implement sustainable and effective nationwide workplace safety and health programs. OSHA State Plan partners also play a key role in National Emphasis Programs (NEPs) such as heat, falls, and warehousing, and many State Plans adopted their own initiatives that address hazards specific to the state's distinct industries and climate. In FY 2023, OSHA conducted the FY 2022 Follow-up FAME process to review and track the progress made

## STATE PROGRAMS

by State Plans in addressing findings from prior years and ensure these programs are “at least as effective” in structure and performance.

In FY 2023, OSHA granted the Maine State Plan certification, which documented that the relatively new State Plan successfully completed all its developmental steps and was “at least as effective” as OSHA. The Maine State Plan was established in August of 2015 and covers approximately 2,400 employers and 81,000 workers in state and local government. The increase in FY 2023 continued to support the Maine State Plan in meeting developmental milestones as required of a State Plan.

In FY 2023, the Massachusetts State Plan, which was established in FY 2022, was fully operational. The number of CSHOs and inspections are expected to increase in future years as the Massachusetts State Plan continues to build.

## STATE PROGRAMS

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>					
	<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	
<b>State Programs</b>					
<b>Strategic Goal 2 - Ensure Safe Jobs, Essential Protections, and Fair Workplaces</b>					
<b>Strategic Objective 2.1 - Secure safe and healthful workplaces, particularly in high-risk industries.</b>					
<b>State Enforcement Inspections</b>					
OSHA-State- 01	Safety	25,300	26,154	25,631	25,118
OSHA-State- 02	Health	8,434	8,734	8,559	8,388
<b>Total</b>		<b>33,734</b>	<b>34,888</b>	<b>34,190</b>	<b>33,506</b>
<b>Consultation Visits</b>					
OSHA- Consultation- 01	Private Sector (KY & WA)	2,040	1,952	1,913	1,875
OSHA- Consultation- 02	Public Sector	1,700	2,114	2,072	2,031
OSHA- State11(c)-01	Total Number of 11(c) Investigations Completed	1,454	1,506	1,476	1,447
OSHA- Grants-09	Number of Operational Grants	29	29	29	29

## STATE PROGRAMS

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>				
	<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
OSHA-Coop-01      Cooperative Programs	393	369	362	355
OSHA-Outreach-01      Outreach/Training Participants	498,425	529,300	518,714	508,340

Legend: (r) Revised    (e) Estimate    (base) Baseline    -- Not Applicable    TBD - To Be Determined    [p] - Projection

## STATE PROGRAMS

### Workload and Performance Narrative

OSHA State Plan partners carry out standards development, enforcement, whistleblower, and outreach for over 40 percent of the country, so it is imperative that OSHA State Plans have sufficient funding to continue its operations in protecting the health and safety of U.S. workers. Maintaining the current level of funding for State Plans helps them to remain as effective as federal OSHA, but the lack of an increase to mitigate inflation could result in reduced staffing. Like federal OSHA, State Plans focus their enforcement and outreach efforts on high-risk industries that employ workers from underserved and marginalized communities. In addition, many state plans play a key role in National Emphasis Programs (NEPs) such as heat, falls, and warehousing. Many State Plans have adopted their own initiatives, including efforts to address indoor and outdoor heat, oil and gas industry drilling, infectious diseases, and wildfire smoke. Many of these initiatives address hazards specific to a state's distinct industries and climate.

In FY 2025, the State Plan funding remained level at \$120,000,000. Using a two percent inflation rate, OSHA estimates that with overall level funding the FY 2023 baseline activities would decrease by two percent in FY 2024 and an additional two percent in FY 2025. Specifically, in FY 2024, State Plans are projected to conduct 34,190 inspections, perform 2,072 public sector consultation visits, and complete 1,476 whistleblower investigations. In FY 2025, State Plans are projected to conduct 33,506 inspections, perform 2,031 public sector consultation visits and complete 1,447 whistleblower investigations.

In FY 2023, State Plans received \$120,000,000 in funding, an increase of \$7,000,000 from the FY 2022 funding level. With the increase in funding in FY 2023, State Plans conducted 34,888 inspections, performed 2,114 public sector consultation visits, and completed 1,506 whistleblower investigations, which was an increase in all categories.

## STATE PROGRAMS

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
41.0	Grants, subsidies, and contributions	120,000	120,000	120,000	0
	<b>Total</b>	<b>120,000</b>	<b>120,000</b>	<b>120,000</b>	<b>0</b>

# STATE PROGRAMS

## CHANGES IN FY 2025

(Dollars in Thousands)

**Activity Changes**

**Built-In**

To Provide For:

Costs of pay adjustments	\$0
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Grants, subsidies, and contributions	0
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State Administration Workload	0
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<b>Built-Ins Subtotal</b>	<b>\$0</b>
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<b>Net Program</b>	<b>\$0</b>
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Direct FTE	0
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	Estimate	FTE
<b>Base</b>	<b>\$120,000</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>

# TECHNICAL SUPPORT

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>26,000</b>	<b>26,000</b>	<b>26,483</b>	<b>483</b>
FTE	90	97	97	0

NOTE: FY 2023 reflects actual FTE. Authorized FTE for FY 2023 was 97.

## **Introduction**

Technical Support is a critical component of the agency’s enforcement and compliance assistance efforts, including identifying, sampling, and analyzing hazardous substances, investigating workplace hazards, developing control strategies, and producing technical publications and products. OSHA’s Technical Support activity provides necessary resources and tools to support compliance officers in safely and effectively recognizing, evaluating, and controlling workplace hazards, and supports other groups with materials to effectively identify and control workplace hazards. These activities also support other OSHA activities including outreach, cooperative programs, and emergency response and management.

Major functions include:

1. Technical expertise and advice with respect to general industry, maritime, and construction issues.
2. Specialized health, safety, engineering, and occupational medical consultation, advice, and onsite support to investigate and determine causes of major catastrophes, fatalities, illnesses, and injuries at worksites.
3. Technical support and response to natural and man-made disasters, fatality and accident investigations, and other emergencies including those linked to climate change.
4. Interagency coordination of emergency management, preparedness, and response/recovery.
5. Supporting health and safety of OSHA’s staff and operations by managing internal safety, health, and medical fitness for duty programs.
6. Technical expertise to support outreach services and compliance assistance products to employers, workers (including vulnerable workers), other government agencies, and non-government organizations, including advancing racial and gender-equity initiatives.
7. Calibration and maintenance of field-technical equipment and management of expendable supplies.
8. Chemical analysis of field samples, root cause investigations, and sampling and analytical methods development.
9. Managing OSHA’s docket system in support of the Regulatory Agenda for standards and guidance development.

## TECHNICAL SUPPORT

10. Evaluating and approving variances for alternative compliance approaches that are equally as effective as OSHA’s safety and health standards.
11. Evaluating and recognizing independent third-party organizations that are qualified to approve (i.e., test and certify) the inherent safety of equipment used in the workplace.
12. Managing OSHA’s performance management, including the Agency Management Plan (AMP) and agency input to the DOL Strategic Plan.
13. Serving as the agency subject matter experts on recordkeeping, including rulemaking, employer illness and injury reporting data collection and analysis, enforcement support, training, and compliance assistance.
14. Develop, maintain, and disseminate technical resources, occupational safety and health guidance documents, chemical sampling methods, and other technical information via the web.
15. Scientific analysis of workplace hazards using exposure assessment tools, medical investigations, data analytics, and injury and illness surveillance.

### **Five-Year Budget Activity History**

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2020	\$24,469	92
2021	\$24,469	92
2022	\$25,675	97
2023	\$26,000	97
2024	\$0	97

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

### **FY 2025**

OSHA is requesting \$26,483,000 and 97 FTE for Technical Support in FY 2025, which is the same level of funding and FTE as the FY 2023 Enacted Level plus built-ins. OSHA is requesting built-in increases because they are necessary to prevent further staff erosion from pay raises and increased benefit costs. Technical Support provides essential support to OSHA’s enforcement activities and is an integral part of strengthening the agency, reaffirming OSHA’s commitment to worker safety, and reestablishing trust that the agency ensures for workers.

In FY 2025, OSHA will continue to provide expert technical assistance that supports the agency’s mission-essential functions, workers, and employers. The FY 2025 pay and benefits built-in increases are essential to prevent staff erosion from pay raises and increased benefit costs, increasing the technical assistance the Agency is able to provide. OSHA will continue to develop printed and electronic technical products to help employers address a variety of physical, chemical, biological, and radiological hazards. OSHA will continue to provide expert support for enforcement and compliance assistance operations. The requested funding will support analyses for up to 13,100 samples and services for up to 11,100 pieces of equipment. It will also enable OSHA to conduct training for OSHA personnel involved in emergency preparedness and

## TECHNICAL SUPPORT

response activities. This includes increased coordination in protecting workers during emergency operations, including natural and man-made disasters and emerging infectious disease outbreaks. Funding at the agency request level enables OSHA to maintain the multifaceted Technical Support enhancements completed in Fiscal Years 2021, 2022, 2023, and 2024.

OSHA will finalize the five-year Lab Modernization Project, which has transformed OSHA's Technical Centers into world-class operations, providing a range of support to include sampling analysis, data optimization and distribution, material failure analysis, chemical exposure modeling, catastrophic and specialized event response, equipment servicing, supply and field equipment management and distribution, and specialized technical equipment procurement. In addition, OSHA will continue to modernize chemical sampling methods, incorporating modern technologies and equipment to better assess many workplace hazards in real-time.

OSHA will continue to administer the medical fitness and surveillance program for covered field staff. The program ensures that the agency complies with regulatory requirements and also that the approximately 1,100 covered staff can perform the physical requirements of their positions. This funding will support medical services contracts and allow the agency to contract the medical support services needed for the implementation of the medical surveillance program. These contracts will increase medical program efficiencies and medical support for field personnel in addition to the current Interagency Agreement (IAA) with Federal Occupational Health (FOH) that conducts OSHA field staff medical examinations. OSHA will also continue to advance its Safety and Health Management System for internal staff with a focus on advanced personal protection, including personal sampling and hearing conservation.

OSHA will also continue to leverage the hybrid assessment system for the Nationally Recognized Testing Laboratory (NRTL) Program that includes on-site and remote assessments. The agency will continue to implement the Variance Program to provide instruction for OSHA staff regarding employers' use of an alternative work practice as a means of compliance with OSHA safety or health standards. OSHA will continue to improve the efficacy of the variance process while maintaining and ensuring worker safety.

This funding level will allow the agency to continue to administer the Federal Docket Management System in support of the Regulatory Agenda for standards and guidance development. OSHA will explore innovative and more efficient ways (e.g., artificial intelligence, automation) to leverage federal agency resources for processing high-volume comments on rulemaking proposals and to enhance transparency and help inform Agency decision-making.

Finally, in FY 2025, OSHA will continue its consolidation of the Salt Lake Technical Center (SLTC) and Cincinnati Technical Center (CTC) into one OSHA Technical Center (OTC) in Sandy, Utah.

# TECHNICAL SUPPORT

## **FY 2024**

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation, had not been enacted at the time the budget was produced.

## **FY 2023**

In FY 2023, OSHA used technical knowledge, sampling, and analytical technology for assessing physical, chemical, biological, and radiological hazards in the workplace. This work included developing and improving tools for workplace hazard assessment and providing expert field assistance in hazard exposure assessment and monitoring. OSHA received and analyzed 10,467 samples and serviced 10,805 pieces of safety and health field equipment. OSHA developed and distributed to each Regional Office a new Interactive Remote Inspection System (IRIS) to facilitate assistance during field inspections from National and Regional Office experts and to minimize potential staff exposure during the pandemic and enable immediate remote expert support.

In FY 2023, OSHA developed new technical materials to support OSHA's enforcement and compliance assistance programs. Products included Fact Sheets on Monkeypox and Seasonal Influenza, Safety and Health Topics Pages on Tuberculosis, Cold Weather, Valley Fever Seasonal Influenza, and Hurricanes, a Hazard Alert on Welder's Anthrax, a Worker Heat Infographic, and an OSHA Technical Manual Chapter on Personal Sampling. The agency also provided technical support for root-cause investigations of material failures and performed modeling and analysis of chemical exposure data. The agency continued to work collaboratively with federal and state partners to increase preparedness for, responses to, and recoveries from disasters and the spread of infectious diseases like COVID-19 in the workplace, including participating in interagency preparedness committees, training, and exercises at the national and regional levels. The agency's NRTL Program continued to ensure that independent third-party organizations were qualified to approve (i.e., test and certify) equipment that protects workers from hazards, such as electric shock, electrocution, explosions, burns, and fire.

Under the defined Office of Personnel Management requirements, OSHA maintained a medical fitness for task and medical surveillance program for covered field staff. The program ensures that the agency complies with regulatory requirements and that the approximately 1,100 covered staff can perform the physical requirements of their positions. OSHA continued to advance its Safety and Health Management System for internal staff with increased engagement opportunities and improved personal protection for staff (e.g., safety helmet purchase, internal safety and health guidance documents). In addition, the agency continued to implement the Federal Docket Management System in support of the Regulatory Agenda for standards and guidance development. By exploring innovative and more efficient ways to leverage federal agency resources, OSHA is investigating ways to process high-volume comments on rulemaking proposals, enhance transparency, and help inform Agency decision-making.

## TECHNICAL SUPPORT

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>				
	<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>Technical Support</b>				
<b>Strategic Goal 2 - Ensure Safe Jobs, Essential Protections, and Fair Workplaces</b>				
<b>Strategic Objective 2.1 - Secure safe and healthful workplaces, particularly in high-risk industries.</b>				
OSHA- SLT-02	Chemical samples analyzed	11,800	10,467	13,000
OSHA- SLT-05	Equipment units serviced	11,100	10,805	11,000

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

# TECHNICAL SUPPORT

## Workload and Performance Narrative

In FY 2025, OSHA will continue to provide expert technical assistance supporting the agency's mission essential functions, workers, and employers. OSHA will provide technical support for enforcement and compliance assistance efforts with comprehensive exposure assessment tools that identify exposure concentration extremes within a workday. These tools are useful for emergency response scenarios and for identification and documentation of comprehensive measurement of chemical hazards in underserved populations where employer workplace safety measures tend to be relatively poor.

The agency will continue to develop printed and electronic technical products to help employers address a variety of physical, chemical, biological, and radiological hazards. OSHA will provide expert support for enforcement and compliance assistance operations. The requested funding will support analyses for up to 13,100 samples and services for up to 11,100 pieces of equipment. It will also enable OSHA to convene and conduct training for OSHA personnel involved in emergency preparedness and response activities for increased coordination in protecting workers during emergency operations, including for natural and man-made disasters and emerging infectious disease outbreaks.

In FY 2024, OSHA will continue to provide expert assistance in a variety of technical support for enforcement and compliance assistance operations. The agency receives and analyzes samples and services safety and health equipment. It will also convene and conduct training for OSHA personnel involved in emergency preparedness and response activities for increased coordination in protecting workers during emergency operations, including for natural and man-made disasters and emerging infectious disease outbreaks.

OSHA continues to maintain emergency preparedness and response capabilities by updating and testing agency and interagency plans; updating and developing online information, resources, and training for staff; and participating in disaster, chemical, radiological, and infectious disease exercises with federal, state, local, Tribal and Territorial interagency partners, and public stakeholders. The agency will continue efforts to strengthen preparedness, coordination, and collaboration within the government-wide emergency response community. The agency will also work to enhance implementation of the National Response Framework, the National Contingency Plan, and other interagency response and recovery policy and plans, so that worker safety and health remain a top priority during emergency preparedness and response.

In FY 2023, OSHA used technical knowledge, sampling, and analytical technology for assessing physical, chemical, biological, and radiological hazards in the workplace. This work included developing and improving tools for workplace hazard assessment and providing expert field assistance in hazard exposure assessment and monitoring. OSHA developed and distributed to each Regional Office a new Interactive Remote Inspection System (IRIS) to facilitate assistance during field inspections from National and Regional Office experts and to reduce staff exposure during the pandemic and enable immediate remote expert support.

OSHA received and analyzed 10,467 samples and serviced 10,805 pieces of safety and health field equipment in support of the additional CSHOs that were hired. OSHA's Industrial Hygiene

## TECHNICAL SUPPORT

Chemistry Laboratory continued efforts to develop analytical methods and use these to provide chemical and material analysis support for the agency's field staff. Implementation of a modern laboratory information management system improved sampling results and efficiency of data entry and access by OSHA field activities. Improved and streamlined initial screening protocols allowed field staff to quickly identify and prioritize more complex chemical sampling to efficiently support enforcement activities. Improvements to existing sampling and analysis methods, and development of new sampling and analysis methods continued as driven by technical agency needs and the introduction of new chemicals and processes in the workplace. SLTC also continued to provide technical support for root-cause investigations of material failures and perform modeling and analysis of chemical exposure data.

SLTC and CTC continued to improve collaboration to enhance technical support to the field. Efforts included providing clear guidance to compliance officers regarding correct sampling media and procedures, and rapid access to sampling media through a unified media ordering process, and a customer service line staffed during business hours for technical assistance. The SLTC-based Health Response Team continued to provide expert assistance to enforcement and compliance assistance staff and provided support to other federal and state agencies on myriad chemical, physical, and biological hazards. CTC supported critical worksite inspections by managing technical equipment procurement, equipment loans, and supply ordering – to include emergency response supply cache management and distribution.

## TECHNICAL SUPPORT

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	9,993	10,383	10,697	314
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	233	325	342	17
11.9	<b>Total personnel compensation</b>	<b>10,226</b>	<b>10,708</b>	<b>11,039</b>	<b>331</b>
12.1	Civilian personnel benefits	3,948	4,103	4,230	127
12.2	Military Personnel Benefits	0	0	0	0
13.0	Benefits for former personnel	800	800	800	0
21.0	Travel and transportation of persons	586	676	676	0
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	2,541	1,700	1,700	0
23.3	Communications, utilities, and miscellaneous charges	176	312	312	0
24.0	Printing and reproduction	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	2,268	3,163	3,163	0
25.3	Other goods and services from Federal sources 1/	4,253	2,747	2,772	25
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	74	74	74	0
26.0	Supplies and materials	356	781	781	0
31.0	Equipment	772	936	936	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	<b>Total</b>	<b>26,000</b>	<b>26,000</b>	<b>26,483</b>	<b>483</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	2,211	1,037	1,062	25
	DHS Services	86	86	86	0
	Services by Other Government Departments	1,956	1,624	1,624	0

# TECHNICAL SUPPORT

## CHANGES IN FY 2025

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments	\$331
Personnel benefits	126
Federal Employees' Compensation Act (FECA)	1
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	25
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

**Built-Ins Subtotal** **\$483**

**Net Program** **\$0**

**Direct FTE** **0**

	Estimate	FTE
<b>Base</b>	<b>\$26,483</b>	<b>97</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>



## COMPLIANCE ASSISTANCE - FEDERAL

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>78,262</b>	<b>78,262</b>	<b>80,561</b>	<b>2,299</b>
FTE	189	222	224	2

NOTE: FY 2023 reflects actual FTE. Authorized FTE for FY 2023 was 222.

### **Introduction**

Federal Compliance Assistance supports agency programs that deliver targeted outreach and assistance to employers and their employees, including small businesses; and promotes cooperative relationships with, and recognition of, employers and organizations. Through these programs, OSHA provides information, publications, training, and other resources to assist employers to comply with the OSH Act and improve their workplaces, and to ensure workers are aware of their workplace rights. OSHA is committed to directing outreach to underserved communities, regardless of race, color, ethnicity, sex, gender, sexual orientation, gender identity, disability, religion, or other marginalized status. This activity also funds agency training aimed at improving the technical skills of the agency’s inspectors, whistleblower investigators, and other staff.

The agency recognizes that most employers are committed to worker protection. OSHA is committed to providing these employers with the technical assistance, compliance assistance, educational materials, and training necessary to accomplish this task. Companies that comply with OSHA requirements and implement safety and health management systems see the benefits of not only improved safety and health performance, reduced workers’ compensation and other costs, and a better bottom line but also improved operational performance. Through outreach activities, including the Safe + Sound Campaign, and online tools, such as the Safety Pays program, OSHA continues to educate employers and workers. It is important that all workers have the information and training they need to be safe at work – regardless of what they look like, where they come from, or what language they speak. Through cooperative and recognition programs, OSHA works with industry organizations and employers to promote good practices, improve workplace safety and health systems for American workers, especially vulnerable workers and those in underserved communities, and recognize employers that have achieved safety and health excellence.

# COMPLIANCE ASSISTANCE - FEDERAL

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$74,481	207
2021	\$75,231	208
2022	\$77,262	218
2023	\$78,262	222
2024	\$0	222

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

## FY 2025

In FY 2025, OSHA is requesting \$80,561,000 and 224 FTE, which includes built-ins as well as program increases totaling \$692,000 and 2 FTE. The first program increase is \$342,000 to increase use of HoloLens, an AI technology, for CSHO training. The second program increase is \$350,000 to two hire customer experience (CX) FTE. OSHA is requesting built-in increases because they are necessary to prevent further staff erosion from pay raises and increased benefit costs.

In FY 2025, OSHA will provide compliance assistance, outreach, and training to employers and workers across the country, and endeavor to build new and strengthen existing stakeholder relationships with strategically-aligned organizations, including through its cooperative programs—the Alliance Program, OSHA Strategic Partnership Program, the On-Site Consultation Program and Safety and Health Achievement Recognition Program (SHARP), the Voluntary Protection Programs (VPP), and OSHA Challenge.

The agency will prioritize outreach to high hazard and essential industries, including construction, grain handling, healthcare, oil, and gas, warehousing, and others employing large numbers of temporary workers. The agency will continue to sponsor the annual Stand Up for Grain Safety Week event. Given significant investments in our nation’s infrastructure that will continue to increase the number and size of construction projects across the nation, the agency will expand outreach regarding the construction “Focus Four” hazards, including holding trenching and excavation safety summits around the country as well as the National Safety Stand-Down to Prevent Falls in Construction. OSHA will continue to advance its strategic goal of encouraging employers to go beyond the minimum requirements of compliance with OSHA standards by implementing robust workplace safety and health programs and embracing workplace safety as a core value. At the same time, the agency will strive to empower marginalized and underserved workers and their representatives to identify and address workplace hazards and understand their rights and protections under the Occupational Safety and Health Act (OSH Act) of 1970.

OSHA will also continue to promote workplace safety and health programs (e.g., through the Safe + Sound Campaign), and to raise awareness about emerging and evolving workplace hazards, such as mental health and workplace stress, and expand on recent efforts to develop and disseminate resources on mental health, suicide prevention, and recovery friendly workplaces.

## COMPLIANCE ASSISTANCE - FEDERAL

The agency will also continue its effort to engage with employers, workers, and their representatives on managing workplace safety and health risks associated with global climate change, including those associated with hazardous heat and other extreme weather events (e.g., hurricanes, wildfires, tornadoes, floods), ensuring they have available preparedness tools and educational materials appropriate for the broad spectrum of impacted industries and underserved communities as part of their overall safety and health management system.

In FY 2025, OSHA plans to hire two Customer Experience FTE to conduct customer research, feedback collection, and service design activities in support of the VPP and safety and health management systems. As part of Customer Experience (CX) planning, OSHA anticipates hosting focus groups to solicit feedback on implementation of changes resulting from VPP Modernization efforts. OSHA will also promote safety and health management systems more broadly as part of the Agency's CX activities. In addition, OSHA will develop and launch training for the agency's Special Government Employees (SGE) who will provide support to the OSHA Challenge program by providing mentoring to participating employers committed to improving their safety and health management systems. To support and encourage applicants to Challenge, in FY 2025 OSHA will design and implement an outreach initiative to promote participation in Challenge. The program funding increase for additional CX staff will allow OSHA to better develop progress measures for modernization efforts, participant satisfaction, and a better understanding of employer and cooperative program engagement.

Additionally, OSHA will begin implementation of program enhancements resulting from VPP Modernization. OSHA will reach out to employers and workers who need assistance with creating and developing safety and health management systems to encourage participation in Challenge where these employers can be mentored to improve safety and health in their organizations.

In FY 2025, OSHA will continue outreach efforts to employers and workers in marginalized or underserved communities. The agency remains acutely aware that the financial costs of workplace injuries and illnesses are borne primarily by injured workers and their families, and that these costs are often devastating to working families already struggling to make ends meet. Many low-wage workers face additional barriers (e.g., limited English proficiency, fears of job loss or retaliation due to immigration status) to reporting workplace injuries and illnesses, and participating in OSHA inspections. The agency will explore the development of timely, relevant, and culturally appropriate outreach materials to ensure underserved worker populations, and unique worker segments, such as youth and teen workers, enter the workforce armed with fundamental competencies regarding workers' rights and workplace hazard identification and protections.

Recognizing these barriers and the fact that workers are invaluable to the recognition and control of workplace hazards, OSHA will continue its concerted effort to coordinate with worker-focused organizations and share information about the agency's enhanced strategies to encourage worker engagement, including via expanded outreach on whistleblower protections and worker' rights, certifying U&T visas, the use of prosecutorial discretion, and strategic enforcement efforts in marginalized communities.

## COMPLIANCE ASSISTANCE - FEDERAL

In FY 2025, the OSHA Training Institute (OTI) will continue to provide introductory, technical, and advanced occupational safety and health courses and seminars to develop compliance officers. OTI will focus on updating and developing new training courses to meet the ever-changing work environment for compliance officers and whistleblower investigators. Training will address hazards in high-risk industries, such as fall protection, process safety management, combustible dust, oil and gas hazards, machine guarding, and confined spaces, which often employ workers from minority and marginalized communities. Whistleblower investigator training will focus on new laws and enforcement procedures.

OSHA will support the OTI Education Centers by providing curriculum materials needed to support the Agency's and the Department's goals. OSHA's Outreach Training Program will continue to provide hazard awareness and control training to the Nation's workforce. This will reach at-risk industries and at-risk populations, including individuals with limited English proficiency. Course fees and tuition fund these two programs; only program oversight is funded through the federal budget.

In FY 2025, OSHA will also increase use of HoloLens, an artificial intelligence technology used to help train CSHOs. This technology provides realistic virtual hazardous workspaces and allows for the application of hazard recognition techniques without physical exposure to hazards or requiring training to occur offsite at actual workplaces or labs.

### **FY 2024**

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation, had not been enacted at the time the budget was produced.

### **FY 2023**

In FY 2023, OSHA provided compliance assistance, outreach, and training programs to employers aspiring to achieve safer workplaces. Research has shown that training, and outreach efforts greatly promote a reduction in workplace injury and illness rates, which makes them essential tools in OSHA's efforts to combat inequality and reduce poverty in the United States. Therefore, the agency pursued outreach efforts to empower workers, especially vulnerable and low-wage workers, with knowledge about their rights and protections, and how to effectively exercise both to raise concerns within their workplace to effect change and employ the agency when necessary if concerns are ignored. OSHA's outreach also endeavored to support motivated employers to go beyond compliance and foster an organizational culture of safety in their workplaces.

In FY 2023, OSHA continued efforts to reach employers and workers in small businesses and high-hazard industries through outreach activities and cooperative programs. OSHA's Compliance Assistance Specialists (CASs) built new stakeholder relationships, including new Alliances and Strategic Partnerships, with strategically aligned organizations and those in emerging and expanding industry sectors. CASs also explored innovative methods for accessing and collaborating with hard-to-reach stakeholders such as women- and minority-owned small

## COMPLIANCE ASSISTANCE - FEDERAL

businesses and their employees and for further expanding its outreach to vulnerable workers and workers in marginalized communities who typically work in high-hazard industries. These communities were front and center during the FY 2022 Worker's Voice Summit. To deepen the relationships with worker-centered organizations created during the Summit, OSHA's Regional leadership and CA staff conducted local listening sessions and coordinated joint outreach events. OSHA also explored solutions to address the barriers that workers shared during the Summit and through local engagement.

Also in FY 2023, the agency focused on eliminating the reapproval backlog for the VPP. OSHA is considered a High Impact Service Provider for Customer Experience efforts within the department. As part of those efforts and to reduce administrative burden on applicants and participants, OSHA continued working to digitize the VPP approval and reapproval process. Additionally, OSHA began work to modernize VPP, and contracted work to study whether safety certifications such as International Standards Organization (ISO) certifications can be used as part of the evaluation process for approving and reapproving sites for VPP participation. This study was completed in FY 2023.

OSHA's CASs continued to focus their outreach activities on organizations, employers, and workers in high hazard industries, including construction, grain handling, healthcare, oil, and gas, and those that employ temporary workers. The agency also strengthened stakeholder relationships within the rapidly growing warehousing industry sector. In addition, OSHA supported national, regional, and area office outreach related to workplace mental health, suicide prevention, and substance abuse, and worked through its national alliance with the American Foundation for Suicide Prevention to provide awareness training to federal OSHA, state plan, and consultation program staff on these issues.

In FY 2023, the agency worked with its cooperative program participants to reach educators and employers and share information about workplace safety and health with youth and teens who are or likely to be employed as seasonal workers, recording a podcast, completing an updated youth-focused job poster, and participating in a Viewpoint segment on skills and safety training. The agency continued to engage representatives from healthcare constituencies to advance the safety and well-being of healthcare workers and the patients they serve. CASs conducted outreach in support of OSHA's national initiatives, including national campaigns related to safety and health programs (Safe + Sound), fall prevention, and heat illness prevention, enforcement and regulatory initiatives, and other agency and cross-agency priority goals.

In FY 2023, OTI provided introductory, technical, and advanced occupational safety and health courses and seminars to develop compliance officers, as the agency on-boarded the influx of new Compliance Safety and Health Officers (CSHOs) and whistleblower investigators during the fiscal year. OTI focused on updating and developing new training courses to meet the ever-changing work environment for compliance officers and whistleblower investigators -- and increased the number of course offerings to address newly hired CSHOs' training needs and trends in adult-learning education. Training addressed hazards in high-risk industries, such as fall protection, process safety management, combustible dust, oil and gas hazards, machine guarding, and confined spaces, which often employ workers from minority and marginalized communities. Whistleblower investigator training focused on new laws and enforcement procedures.

## COMPLIANCE ASSISTANCE - FEDERAL

In FY 2023, OSHA worked to enhance the current infrastructure that supports training the new compliance officers and whistleblower investigators provided in the FY 2021 appropriation for the agency. The agency implemented new instructional modalities that enhanced learning delivery and retention, reduced dependence on centralized, in-person training programs and associated travel costs, and offered increased access to training opportunities.

The agency continued enhancements to the Outreach Training Program and the OTI Education Center Program. In FY 2023, OSHA translated model Outreach Training Program course content for the construction and general industries into Spanish. The content was posted on OSHA's public website for all Outreach trainers and other interested stakeholders. OSHA also continued to revise and update training curriculum for the OTI Education Center Program. Revised course content for respiratory protection and job hazard analysis will be provided via the OTI Education Centers in FY 2023 as well as work on other curriculum projects.

In FY 2023, OSHA focused on decreasing the reapproval backlog for the VPP. The agency invested in digitizing the VPP approval and reapproval process to reduce the administrative burden on applicants and participants. In addition, OSHA hosted several national listening sessions in its effort to modernize VPP, and contracted work to study whether safety and health management system certifications such as International Standards Organization (ISO) certifications (i.e., ISO 45001) can be used as part of the evaluation process for approving and reapproving sites for VPP participation or for the OSHA challenge program, which provides an entry through safety and health management systems to the VPP program.

OSHA is designated as a High Impact Service Provider, focusing on improving the customer experience of the VPP for new and reapproval work sites. To date, OSHA has conducted customer research, general customer feedback data collection, and in FY 2023, focus group sessions for OSHA's Special Government Employees. These efforts help the agency gain a better understanding of how to increase participation and engagement in the program, leading to improved safety and health at participating worksites and in the industries more broadly. The focus groups and resulting data are expected to be completed and compiled in FY 2024 to inform further program improvements.

## COMPLIANCE ASSISTANCE - FEDERAL

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>					
		<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>Compliance Assistance-Federal</b>					
<b>Strategic Goal 2 - Ensure Safe Jobs, Essential Protections, and Fair Workplaces</b>					
<b>Strategic Objective 2.1 - Secure safe and healthful workplaces, particularly in high-risk industries.</b>					
OSHA-ST-02op	Number of people trained through OSHA’s training programs	1,221,000	1,406,842	1,221,000	1,221,000
OSHA-ST-03op	Number of people trained through OSHA’s compliance assistance programs/efforts	165,000	222,930	165,000	165,000
OSHA-VPP-02op	New VPP approvals	20	23	20	20
OSHA-VPP-03op	VPP re-approvals	300	279	300	300
OSHA-CAF-01	New Strategic Partnerships	20	37	20	20
OSHA-CAF-02	New Alliances	15	48	20	20

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

## COMPLIANCE ASSISTANCE - FEDERAL

### Workload and Performance Narrative

The above funding level will allow OSHA to continue a robust, multidimensional effort to underscore safety and health as a core value in American workplaces through strategic outreach initiatives, compliance assistance, and cooperative programs. To address the dynamic evolution in stakeholders with whom the agency engages, OSHA will explore methods to tailor its outreach efforts and adopt new communication strategies to effectively reach stakeholders of varying languages and cultures.

In FY 2024, OSHA will implement data collection system modifications finalized in FY 2023 to capture more detailed information about the underserved worker populations and disadvantaged businesses being reached via the agency's outreach and compliance assistance efforts nationwide. OSHA will evaluate baseline data and provide additional guidance and/or refine the system further to maximize data quality and utility. Improved data will not only help the agency to characterize the industries, employers, and worker populations it is reaching successfully, but will also identify opportunities for enhanced engagement through relationship building and cooperative programs in FY 2025 and beyond.

OSHA will also strengthen relationships built with vulnerable workers and their representatives in FY 2022 and FY 2023 through efforts such as the FY 2022 Worker's Voice Summit and subsequent local and regional outreach events, and continue to explore opportunities to pursue additional collaborations. The agency plans to sign 20 new alliances and strategic partnerships in both FY 2024 and FY 2025. To support continued stakeholder engagement, in FY 2024 OSHA will sponsor trainings for its outreach staff on both language justice and on advancing diversity, equity, inclusion, and accessibility (DEIA) through cooperative programs.

In FY 2024 and FY 2025, OSHA will continue efforts to modernize the Voluntary Protection Programs (VPP) and streamline processes that will lead to improved customer service to its stakeholders. Using information learned from listening sessions held in FY 2023, the agency will be able to address specific areas of improvement that will help OSHA streamline the process of approving new sites and reapproving existing sites in a more-timely manner. Building on these capacities with the addition of new customer experience staff will allow OSHA to strengthen this program through improved customer service so more employers are recognized for their implementation of effective safety and health management systems. The agency projects 300 VPP reapprovals and 20 new approvals for FY 2024 and FY 2025.

For FY 2025, OSHA also will continue to provide training and education over 1.22 million workers through the OSHA Training Institute (OTI), the Outreach Training Program, and the OTI Education Center Program. The OTI will provide new and senior compliance officers with the training and experience to conduct workplace inspections to protect the nation's workforce. Training will address hazards in high-risk industries, such as fall protection, process safety management (PSM), combustible dust, oil and gas hazards, machine guarding, and confined spaces, which often employ workers from minority and marginalized communities. Whistleblower investigator training will focus on new laws and enforcement procedures. The Outreach Training Program and the OTI Education Center Program will continue to provide at-risk workers in high-hazard industries information and training on injury and illness prevention

## COMPLIANCE ASSISTANCE - FEDERAL

and protecting them from workplace hazards. Training for 165,000 workers, employers, and their representatives will also be provided in both FY 2024 and FY 2025 through OSHA's compliance assistance and cooperative programs, such as the Alliance Program.

In FY 2024, OSHA expects to educate more than 1.22 million people through OSHA's Outreach Training and OSHA Training Institute (OTI) Education Center programs. The OTI will continue to provide introductory, technical, and advanced occupational safety and health courses and seminars to develop compliance officers as the agency on-boards CSHOs and whistleblower investigators during the fiscal year. OTI will update existing courses and develop new training to meet the emerging developments and enforcement initiatives impacting compliance officers and whistleblower investigators. OTI will also prioritize course offerings to train newly hired CSHOs and stay abreast of trends in adult learning education.

For FY 2023, OSHA made progress in meeting training targets in all program areas. Additionally, OSHA prioritized the introductory training of new CSHOs to conduct inspections and developed new online CSHO training courses regarding recordkeeping and demolition inspections. OSHA developed program enhancements and streamlined the introductory training program. OSHA developed new courses for the OTI Education Centers to address occupational safety and health hazard recognition and control training needs for respiratory protection and job hazard analysis.

## COMPLIANCE ASSISTANCE - FEDERAL

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	25,759	26,764	27,826	1,062
11.3	Other than full-time permanent	67	67	67	0
11.5	Other personnel compensation	336	470	494	24
11.9	<b>Total personnel compensation</b>	<b>26,162</b>	<b>27,301</b>	<b>28,387</b>	<b>1,086</b>
12.1	Civilian personnel benefits	10,339	10,716	11,154	438
13.0	Benefits for former personnel	38	38	38	0
21.0	Travel and transportation of persons	980	1,131	1,131	0
22.0	Transportation of things	2	2	2	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	10,341	10,834	10,834	0
23.3	Communications, utilities, and miscellaneous charges	176	313	313	0
24.0	Printing and reproduction	175	22	22	0
25.1	Advisory and assistance services	13	22	22	0
25.2	Other services from non-Federal sources	2,463	3,435	3,777	342
25.3	Other goods and services from Federal sources 1/	27,087	23,653	24,086	433
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	58	58	58	0
26.0	Supplies and materials	229	501	501	0
31.0	Equipment	177	214	214	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	22	22	22	0
	<b>Total</b>	<b>78,262</b>	<b>78,262</b>	<b>80,561</b>	<b>2,299</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	22,774	17,591	18,024	433
	DHS Services	792	792	792	0
	Services by Other Government Departments	3,521	5,270	5,270	0

# COMPLIANCE ASSISTANCE - FEDERAL

## CHANGES IN FY 2025

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments	\$834
Personnel benefits	319
Federal Employees' Compensation Act (FECA)	21
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	433
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

**Built-Ins Subtotal** **\$1,607**

**Net Program** **\$692**

**Direct FTE** **2**

	Estimate	FTE
<b>Base</b>	<b>\$79,869</b>	<b>222</b>
<b>Program Increase</b>	<b>\$692</b>	<b>2</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>



## COMPLIANCE ASSISTANCE – STATE CONSULTATION

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>63,160</b>	<b>63,160</b>	<b>63,160</b>	<b>0</b>
FTE	0	0	0	0

### **Introduction**

OSHA’s On-Site Consultation Program provides no-cost, confidential occupational safety and health assistance to small- and medium-sized employers. Consultants from state agencies or universities work with employers to identify and correct serious safety and health hazards, implement and improve safety and health programs, and provide advice for compliance with OSHA standards. The On-Site Consultation Program works with employers to implement hazard identification and hazard-reduction strategies and to implement and improve safety and health management systems to achieve superior safety and health performance. This service, which is offered in all states, the District of Columbia, and several territories, gives priority to employers in high-risk industries, and works directly with employers to improve workplace safety and health in their small businesses. OSHA distributes funding to Consultation programs as authorized by Section 21(d) of the OSH Act. The program is separate from, and independent of, OSHA enforcement programs.

By strategically conducting consultation visits and outreach efforts in high-risk areas, OSHA can leverage other resources and efforts to have the greatest effect on overall compliance. With more employers in compliance, more workers are protected as indicated by declining workplace injuries, fatalities, and illnesses, and costs associated with lost productivity and workers’ compensation claims. The On-Site Consultation Program supports America’s long-term competitiveness by offering small businesses key services that will protect workers, reduce expenses, and position small businesses to take advantage of new opportunities and markets.

In FY 2023, more than 92,000 workplace safety and health hazards were identified during Consultation visits and almost three million workers were removed from exposure to these hazards. Research indicates significant benefits from On-Site Consultation visits.

To help achieve the priority goal of improving equity in our programs, the On-Site Consultation Program will continue to assist small business employers and workers to address hazards and reduce risks in their workplaces, including women- and minority-owned businesses and those that employ workers from vulnerable and marginalized communities.

# COMPLIANCE ASSISTANCE – STATE CONSULTATION

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$61,500	0
2021	\$61,500	0
2022	\$63,160	0
2023	\$63,160	0
2024	\$0	0

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

### FY 2025

In FY 2025, OSHA is requesting \$63,160,000 and 0 FTE for On-Site Consultation programs, which is the same as the FY 2023 Enacted Level.

In FY 2025, OSHA estimates that On-Site Consultation programs will conduct 11,270 visits, with a priority to small businesses in high-hazard industries. FY 2025 funding increases for pay and benefits expenses are essential to prevent consultation staff erosion, allowing an increase in the services that the programs are able to provide. On-Site Consultation programs will continue to recognize small businesses with exemplary safety and health programs in the Safety and Health Achievement Recognition Program (SHARP). OSHA estimates that there will be 552 businesses in SHARP in FY 2025.<sup>10</sup> OSHA will evaluate the National Construction SHARP Pilot Program (NCSP) to help determine whether to offer SHARP status to the construction industry.

### FY 2024

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation, had not been enacted at the time the budget was produced.

### FY 2023

In FY 2023, OSHA continued to provide no-cost and confidential occupational safety and health services to small-, women-, and minority-owned businesses nationwide, with priority given to high-hazard worksites. Through On-Site Consultation, OSHA worked with businesses to promote and improve workplace safety and health for American workers, including vulnerable workers and those in underserved communities. OSHA distributed program funds to Consultation programs as authorized by Section 21(d) of the OSH Act and monitored the effective and efficient use of these funds.

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<sup>10</sup> Targets and FTE reflect a reprogramming from State Consultation to Federal Enforcement.

## **COMPLIANCE ASSISTANCE – STATE CONSULTATION**

With no budgetary increase for FY 2023, OSHA’s On-Site Consultation programs conducted a total of 20,536 visits in FY 2023. This is an increase of 415 over FY 2022 and approximately 3,000 higher than during the COVID-19 pandemic years of FY 2020 and 2021.

OSHA continued the pilot study launched in FY 2022 to test the revised OSHA Form 33 and the Attributes Reference Guide. OSHA updated several policies issued in FY 2020 to allow continued operation of the On-Site Consultation Program during the COVID-19 pandemic. OSHA also updated and streamlined the process that Consultation programs and Regions use each year to evaluate the programs.

On-Site Consultation programs continued to recognize small businesses that achieved or maintained SHARP status. OSHA also worked with the Department of Labor’s Chief Evaluation Office to evaluate the data collection for the National Construction SHARP Pilot.

## COMPLIANCE ASSISTANCE – STATE CONSULTATION

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>					
		<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target<sup>11</sup></b>	<b>Target<sup>12</sup></b>
<b>Compliance Assistance-State Consultations</b>					
<b>Strategic Goal 2 - Ensure Safe Jobs, Essential Protections, and Fair Workplaces</b>					
<b>Strategic Objective 2.1 - Secure safe and healthful workplaces, particularly in high-risk industries.</b>					
<b>Consultation Visits</b>					
OSHA- Consultations- 01	Initial Visits	17,835	17,738	10,005	9,805
OSHA Consultations- 02	Training and Assistance	1,230	1,189	690	676
OSHA- Consultations- 03	Follow-up Visits	1,435	1,609	805	789
<b>Total</b>		<b>20,500</b>	<b>20,536</b>	<b>11,500</b>	<b>11,270</b>
<b>Recognition &amp; Exemption</b>					
OSHA- SHARP-01	SHARP Sites	1,029	1,023	798	552
<b>21(d) Agreements</b>					

<sup>11</sup> Targets and FTE reflect a reprogramming from State Consultation to Federal Enforcement.

<sup>12</sup> Targets and FTE reflect a reprogramming from State Consultation to Federal Enforcement.

## COMPLIANCE ASSISTANCE – STATE CONSULTATION

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>					
		<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target<sup>11</sup></b>	<b>Target<sup>12</sup></b>
OSHA-21d- 01	Plan States	27	27	27	27
OSHA-21d- 02	Non-plan States	26	26	26	26

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

## COMPLIANCE ASSISTANCE – STATE CONSULTATION

### Workload and Performance Narrative

OSHA projects that Consultation programs will conduct 11,500 visits in FY 2024. In FY 2025, OSHA estimates that Consultation programs will conduct 11,270 visits, including 9,805 initial visits, 676 training and assistance visits, and 789 follow-up visits.<sup>13</sup>

On-Site Consultation programs conducted 20,536 visits in FY 2023. Eighty-eight percent of these visits were to employers with 100 or fewer employees. As a result of these visits, more than 92,000 workplace safety and health hazards will be identified, and almost three million workers were removed from exposure to these hazards.

The On-Site Consultation programs will continue to recognize small businesses with exemplary safety and health programs in the Safety and Health Achievement Recognition Program (SHARP) in FY 2024 and FY 2025. OSHA estimates that there will be 798 businesses in SHARP in FY 2024 and 552 in FY 2025.<sup>14</sup>

In FY 2023, OSHA worked with the Department of Labor’s Chief Evaluation Office (CEO) to evaluate the National Construction SHARP Pilot (NCSP) and continued to assist On-Site Consultation programs with developing implementation plans to participate in the pilot. In FY 2024, OSHA will continue to work with CEO to evaluate the pilot. In FY 2025, OSHA will evaluate the NCSP to help determine whether to offer SHARP status to the construction industry.

In FY 2023, OSHA issued a Process Safety Management (PSM) policy and evaluation worksheet as a tool for Consultation programs to help small businesses establish effective PSM programs as required by OSHA’s PSM standard. In FY 2024, OSHA will provide training for the Consultation programs on the new policy and worksheet.

In FY 2023, OSHA also continued a pilot study to evaluate a draft revised Safety and Health Program Assessment Worksheet (OSHA Form 33), which Consultation programs use to assess small businesses’ safety and health programs. In addition, OSHA updated several policies originally issued in FY 2020 and 2021 to allow Consultation programs to continue to provide services to small businesses during the COVID-19 pandemic.

In FY 2023, OSHA established a baseline for how Consultation programs are marketing their services to small businesses in underserved communities or to industries with high percentages of underserved workers. In FY 2024, OSHA will review that information to determine if additional marketing efforts should be pursued and what that marketing would entail.

In FY 2023, OSHA updated and streamlined the process that Consultation programs and Regions use each year to evaluate the programs. This includes standardized guidance for how Consultation programs report on their activities and how the Regions evaluate those activities. OSHA will implement the new process in FY 2024.

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<sup>13</sup> Targets and FTE reflect a reprogramming from State Consultation to Federal Enforcement.

<sup>14</sup> Targets and FTE reflect a reprogramming from State Consultation to Federal Enforcement.

## COMPLIANCE ASSISTANCE – STATE CONSULTATION

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
41.0	Grants, subsidies, and contributions	63,160	63,160	63,160	0
	<b>Total</b>	<b>63,160</b>	<b>63,160</b>	<b>63,160</b>	<b>0</b>

# COMPLIANCE ASSISTANCE – STATE CONSULTATION

## CHANGES IN FY 2025

(Dollars in Thousands)

**Activity Changes**

**Built-In**

To Provide For:

Costs of pay adjustments	\$0
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Grants, subsidies, and contributions	0
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<b>Built-Ins Subtotal</b>	<b>\$0</b>
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<b>Net Program</b>	<b>\$0</b>
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Direct FTE	0
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	Estimate	FTE
<b>Base</b>	<b>\$63,160</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>

## COMPLIANCE ASSISTANCE – TRAINING GRANTS

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>12,787</b>	<b>12,787</b>	<b>12,787</b>	<b>0</b>
FTE	0	0	0	0

### **Introduction**

This budget activity supports the Susan Harwood Training Grant Program, which provides grant awards to non-profit organizations to provide direct and train-the-trainer training and education to underserved and vulnerable workers on safety and health hazards in the workplace and their workplace rights. This program enhances the agency’s efforts to develop and provide valuable and accurate information about hazards in the workplace and improves the safety environment for at-risk workers in a variety of high-hazards industries. OSHA targets this training to workers in small businesses and other hard-to-reach workers, including young, low literacy, limited English speaking, immigrant, minority, and domestic workers.

Since its establishment in 1978, the Susan Harwood Grant Program has trained millions of vulnerable workers about workplace rights, and how to prevent, avoid, and control safety and health hazards in high-hazard workplaces. Grants awarded under this program leverage the agency’s resources by providing financial assistance to qualifying non-profit organizations to train hard-to-reach workers. The grantees use their network of regional and local community stakeholders to connect at-risk worker populations that otherwise have limited or no access to quality occupational safety and health training. These grants help fulfill the promise of the OSH Act for every worker in this country, no matter what job they do, what language they speak, their ethnicity, or the color of their skin.

OSHA reaches these at-risk workers through three types of training grants: Targeted Topic, Training and Educational Materials Development, and Capacity Building. Targeted Topic grants provide training on specific industry hazards to which workers are exposed. Grantees often provide training in other languages in addition to English. Training also covers areas of special attention, such as new, emerging, or novel hazards. Training and Educational Materials Development grants expand the breadth of high-quality training materials available on OSHA’s website for workers and employers to use to conduct hazard awareness and prevention training. Capacity Building grants enable non-profit organizations to grow and build their ability to provide and sustain occupational safety and health training to at-risk and vulnerable worker populations. At the conclusion of this multi-year training grant program, grantees have developed their own capacity to deliver occupational safety and health training, which will remain in effect after the grant ends. They also have developed health and safety professionals, who will further advance the field of occupational safety and health. The grant’s legacy provides organizations the foundation to become self-sufficient and continue providing occupational safety and health training.

## COMPLIANCE ASSISTANCE – TRAINING GRANTS

### Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$11,537	0
2021	\$11,787	0
2022	\$11,787	0
2023	\$12,787	0
2024	\$0	0

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

### FY 2025

For FY 2025, OSHA requests \$12,787,000 and 0 FTE, which is the same level of funding as the FY 2023 Enacted Level and will allow OSHA to maintain access to occupational safety and health training for vulnerable worker populations. The lack of any federal inflationary or program increase will hinder the amount of training enabled by these grants over time. OSHA estimates awarding 96 grants at or near the maximum award amounts and estimates training 58,000 workers in FY 2026. The requested funds will cover emerging hazards, such as increased workplace heat hazards in the face of global climate change. Other training topics will include infectious disease prevention in the workplace, fall prevention, excavation and trenching hazard prevention, personal protective equipment (PPE), hazards associated with disaster recovery and rebuilding sectors, and chemical hazards.

Targeted Topic grants will support the development and delivery of quality safety and health training for workers and employers at worksites across the country, covering a variety of topic areas. Training and Educational Materials Development grants will broaden the variety of training materials available for public consumption on OSHA's website. Capacity Building Developmental grants will continue to lay the foundation for non-profit organizations to expand their ability to become self-sufficient in providing relevant and quality occupational safety and health training to regional and local at-risk worker populations. Many of the training programs will offer train-the-trainer programs, which will further leverage the impact of the grants beyond the scope and time of the original grants.

### FY 2024

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation, had not been enacted at the time the budget was produced.

### FY 2023

In FY 2023, the Susan Harwood Training Grant Program continued to increase access to occupational safety and health training to underserved worker populations. OSHA awarded 100 grants up to the maximum award amounts in FY 2023. Because grants were awarded in September at the end of the fiscal year, the grantees are conducting the training in FY 2024, and

## COMPLIANCE ASSISTANCE – TRAINING GRANTS

OSHA estimates 58,000 workers will be trained. The grants cover training on emerging hazards in a post-pandemic economy, such as an increase in workplace heat hazards in the face of global climate change. Other training topics include infectious disease prevention in the workplace, excavation and trenching hazard prevention, personal protective equipment, chemical hazards, the Focus Four hazards (falls, caught-in between, struck-by, and electrical), hazards in the warehousing industry, hazards associated with disaster recovery and rebuilding sectors, workplace mental health and suicide prevention, and hazards related to powered industrial trucks (PITs).

The agency leveraged the training and knowledge of non-profit organizations, such as employee unions, community and faith-based organizations, and academic institutions to target grant funding towards new and emerging workplace hazards. To better meet the needs of underserved communities, OSHA continued to encourage organizations to partner in providing training and collaborate in building the institutional capacity of partner organizations so that they are able to continue training activities into the future. These partnerships assist smaller organizations in growing their ability to develop their own institutional training capacity and infrastructure, another legacy of the program. OSHA continued to incorporate Diversity, Equity, Inclusivity, and Accessibility principles into funding opportunities to increase the agency's engagement with underserved groups and increase training opportunities for historically marginalized communities. OSHA expanded trainee demographic data collection to measure program impact on underserved and marginalized communities. Target audiences include vulnerable workers in small businesses, limited English proficiency, low-literate, minority, youth, and hard-to-reach workers in high hazard and high fatality industries. Target industries range from healthcare, agriculture, meatpacking, warehousing, construction, and manufacturing.

## COMPLIANCE ASSISTANCE – TRAINING GRANTS

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>					
		<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>Compliance Assistance-Training Grants</b>					
<b>Strategic Goal 2 - Ensure Safe Jobs, Essential Protections, and Fair Workplaces</b>					
<b>Strategic Objective 2.1 - Secure safe and healthful workplaces, particularly in high-risk industries.</b>					
OSHA- Grants-01	Number of Harwood Grant trainees	58,000	57,356	58,000	58,000
OSHA- Grants-20	Targeted Training Grants	64	64	64	64
OSHA- Grants-21	Capacity Building Grants	19	23	19	19
OSHA- Grants-22	Training and Educational Materials Grants	13	13	13	13

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

## COMPLIANCE ASSISTANCE – TRAINING GRANTS

### Workload and Performance Narrative

In FY 2025, OSHA estimates awarding 96 grants at the maximum award amounts and estimates training 58,000 workers in FY 2026. The request will cover emerging hazards in a post-pandemic economy, such as increased workplace heat hazards in the face of global climate change. Other training topics will include infectious disease prevention in the workplace, fall prevention, excavation and trenching hazard prevention, PPE, chemical hazards, and emerging priority and emphasis topics.

In FY 2024, OSHA will look to modify and expand the criteria for the Harwood grants to broaden the program's scope to provide additional training for more workers and expand its impact on workplace safety and health. The agency will leverage the training and knowledge of non-profit organizations, such as employee unions, community, faith-based organizations, and academic institutions, to target grant funding for new and emerging workplace hazards. To better meet the needs of underserved communities, OSHA will continue to encourage organizations to partner in providing training and collaborate in building the institutional capacity of partner organizations to continue training activities into the future. These partnerships assist smaller organizations in growing their ability to develop their own institutional training capacity and infrastructure, another legacy of the program. Target audiences will include vulnerable workers in small businesses, limited English proficiency, domestic workers, low-literate, minority, youth, and hard-to-reach workers in high hazard and high fatality industries. Target industries include domestic, resilience/disaster response, healthcare, agriculture, meatpacking, warehousing, construction, manufacturing, and workplaces impacted by extreme temperatures.

In FY 2023, OSHA leveraged the Susan Harwood Training Grant Program to provide training to at-risk workers in high-hazard and high-fatality rate industries who have little to no access to quality safety and health training. Targeted Topic and Training and Educational Materials Development grants focus on several traditional workplace hazards and vulnerable worker populations. Topics included were fall prevention, resilience worker hazards, temperature extremes, worker fatigue, workplace mental health and suicide prevention, and workplace violence. OSHA awarded 100 grants totaling over \$12.7 million. These grants are being used to train approximately 58,000 workers in FY 2024. Awards included training on such topics as fall protection, healthcare, personal protective equipment, resilience worker safety, temperature extremes, warehousing, workplace mental health, and workplace violence.

## COMPLIANCE ASSISTANCE – TRAINING GRANTS

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
41.0	Grants, subsidies, and contributions	12,787	12,787	12,787	0
	<b>Total</b>	<b>12,787</b>	<b>12,787</b>	<b>12,787</b>	<b>0</b>

# COMPLIANCE ASSISTANCE – TRAINING GRANTS

## CHANGES IN FY 2025

(Dollars in Thousands)

**Activity Changes**

**Built-In**

To Provide For:

Costs of pay adjustments	\$0
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Grants, subsidies, and contributions	0
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State Administration Workload	0
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<b>Built-Ins Subtotal</b>	<b>\$0</b>
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<b>Net Program</b>	<b>\$0</b>
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Direct FTE	0
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	Estimate	FTE
<b>Base</b>	<b>\$12,787</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>



## SAFETY AND HEALTH STATISTICS

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>35,500</b>	<b>35,500</b>	<b>35,915</b>	<b>415</b>
FTE	14	34	34	0

NOTE: FY 2023 reflects actual FTE. Authorized FTE for FY 2023 was 34.

### **Introduction**

OSHA’s Safety and Health Statistics activity supports its programs and stakeholders by providing information technology (IT) services, employer illness and injury data collection and data analysis. The Department’s IT systems support the core functions of OSHA’s mission, allow agency personnel to better maintain collaborative relationships with stakeholders, and provide current information to employers and employees, positively affecting the safety and health of millions of workers each year. Improved IT systems support the agency’s mission through monitoring activities and measuring successes. The Department maintains the following major OSHA-specific IT systems, which contain significant data sets used for analytics:

- OSHA.gov – the website that provides information to the public and OSHA stakeholders.
- Public-facing applications – a set of applications that provide for data exchange between OSHA and the public. These include: the Injury Tracking Application (ITA) where covered establishments report injury and illness information on an annual basis, communication of severe work-related injury and illness reporting (SIR) data and analysis, communication of work-related fatality data, OSHA’s establishment search engine, and the online complaint forms.
- OSHA-internal applications – mission-critical systems that enable agency staff to perform day-to-day work to accomplish OSHA’s mission. This includes: the OSHA Information System (OIS) that supports the agency’s enforcement, whistleblower, and On-site Consultation activities, 29 OSHA-approved state programs, and 54 state-run consultation projects; the Voluntary Protection Programs Automated Data System (VADS) and other applications that support cooperative programs and outreach activities; the State Plan Application; general industry and construction enforcement targeting; and the applications that support OSHA’s lab systems.

This budget activity also supports the collection, maintenance, and analysis of inspection and statistical data that support all agency activities. This includes the implementation and collection of employers’ injury and illness data as required under 29 CFR Part 1904. OSHA uses the data collected to identify establishments with elevated rates and numbers of injuries and illnesses and targets these establishments for both enforcement and outreach interventions.

# SAFETY AND HEALTH STATISTICS

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$32,900	31
2021	\$32,900	31
2022	\$34,500	34
2023	\$35,500	34
2024	\$0	34

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

## FY 2025

In FY 2025, OSHA is requesting \$35,915,000 and 34 FTE, which is the same as the FY 2023 Enacted Level plus built-ins. OSHA is requesting built-in increases because they are necessary to prevent further staff erosion from pay raises and increased benefit costs. The FY 2025 Agency Request will allow for continued training and integration of the new Laboratory Information Management System (LIMS) for the OSHA Technical Center (OTC). At this Agency Request level, OSHA will be able to continue to pilot and explore data access and availability for the public on OSHA’s website. This initiative will allow OSHA to move toward delivery of a simple, seamless, and secure customer experience to reduce the burden on employers and workers and increase trust and engagement with customers and stakeholders.

Work conducted under this budget activity includes the collection, maintenance, evaluation, and analysis of data to support all agency activities, particularly standards development, inspection targeting, technical support, enforcement activities, compliance assistance and cooperative programs, and program evaluation. This work is completed through the use of several distinct platforms and a number of applications. One critical application, the OSHA Information System (OIS), serves as the core case file management system for approximately 100,000 enforcement, whistleblower, consultation, compliance assistance/cooperative program, and work-related injury and illness reporting records each year with more than 3,500 federal and state users across the country.

In FY 2025, OSHA also plans to automate the transfer and coding of information from the online Severe Injury Reports (SIR) into OIS. This removes the redundancy of having to re-key data from one system to another. OSHA also intends to refine new Injury Tracking Application (ITA) data processes to include: privacy information scrubbing, autocoding of occupation, autocoding of Occupational Injury and Illness Classification System (OIICS) characteristics, and availability and display of ITA data and related analyses on the OSHA website to leverage the approximately 750,000 new individual occupational injury and illness records it is expected to receive each year.

OSHA also intends to tie the Freedom of Information Act (FOIA) process into its OIS Case Management system to streamline the process for responding to FOIAs. It also gives OSHA a better way to track past FOIAs and provide the frequently requested FOIAs to the public in an easily accessible manner. This will help reduce barriers and allow access to OSHA FOIA information via the public web page instead of having to request it through the formal FOIA process. This access

## **SAFETY AND HEALTH STATISTICS**

will help underserved communities that have limited knowledge and resources of the formal process to access this information and is a key piece of the Administration's DEIA initiative.

OSHA will continue to transform its website into a more modern architecture, update the look and feel to a more modern design, and allow better quality data to be presented and used by the public. Part of the transformation is exploring and piloting solutions for providing OSHA enforcement data on the web in a machine-readable, user-friendly format. These updates to the public website will help improve accessibility to OSHA information for marginalized and underserved communities.

### **FY 2024**

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation, had not been enacted at the time the budget was produced.

### **FY 2023**

During FY 2023, work expanded on core functionality, developed in FY 2022, and began integration of a virtual instrument engineering workbench into the lab network as well as a front-end web portal and online catalog for OSHA end users to track and order equipment. This modernized LIMS decreases the potential for nonconformance with quality standards and that may adversely affect defensibility of OSHA citations. The new LIMS and associated components support daily operational tasks such as equipment calibration, equipment maintenance, inventory management, billing, order processing, and web-based catalogs. This system replaced two in-house custom applications that have hit their end of life.

OSHA also continued to expand the OSHA Information Systems (OIS) to incorporate the OSHA Safety Health Response Application (OSHRA), which was renamed the Intervention module. This new module replaced an antiquated Intervention application and allowed OSHA emergency and disaster responders to easily enter and retrieve data in a system that they are already familiar with. In addition, this system is seamlessly integrated with the existing health sampling module, allowing the lab to quickly receive and analyze any samples taken in the field as part of an emergency response. In addition, the Agency expanded the processing of the online electronic complaints received from osha.gov directly into the OIS, and the Agency continued to enhance statistical and data analysis to expand and modernize IT resiliency and cybersecurity response and increase data transparency.

In FY 2023, OSHA built into its OIS enforcement system Case Labels and Dashboards. This enhancement allows for cases to be moved through the workflow of review, approval, and issuance process. This is all done virtually and there is no need to have a paper file physically reviewed. Notifications are built into the process, so supervisors and compliance officers get real-time notifications of when they need to work on or review the case file at different stages in the process.

OSHA continued to make advancements on its public-facing web page. Enhancements included a complete retheming of the entire site to match other DOL agency's themes, including changes to over 60,000 pages on its public website. OSHA also made significant Section 508 enhancements to its pages, including the widely used establishment search pages. OSHA also made updates to

## **SAFETY AND HEALTH STATISTICS**

display the citation specific language for all violations on the web to allow easier access to that information, which required a FOIA request in the past.

Finally, OSHA completed development and deployed the Enforcement electronic unprogrammed activity (e-UPA) module. In FY 2022 alone, over 55,000 complaint UPAs were received through the public OSHA page e-complaint form. The new e-UPA module pulls source, establishment, and alleged hazard information directly into OIS, and translates directly to the UPA when appropriate. Conservatively, this efficiency saves at least ten minutes per activity, resulting in a time savings of almost 10,000 hours. In addition, this new module creates an electronic audit trail for every complaint submitted through the website that is available on demand. Prior to this deployment, offices had to wait at least a month for the previous month's UPAs, then had to manually verify one by one that they had been entered into the system and properly responded to.

## SAFETY AND HEALTH STATISTICS

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>					
		<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>Safety and Health Statistics</b>					
<b>Strategic Goal 2 - Ensure Safe Jobs, Essential Protections, and Fair Workplaces</b>					
<b>Strategic Objective 2.1 - Secure safe and healthful workplaces, particularly in high-risk industries.</b>					
<b>Web Usage (millions)</b>					
OSHA-SHS-02	Website User Sessions	42.64	49.30	49.50	50.00
OSHA-SHS-04	Downloads (millions)	3.94	5.30	5.30	5.41
OSHA-SHS-05	User Sessions	21.80	22.80	21.60	20.95
OSHA-SHS-01	Number of page views on eTools (millions)	3.49	2.70	2.60	2.47
OSHA-SHS-06	Web Site Page Views (millions)	110	135	138	141

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

## **SAFETY AND HEALTH STATISTICS**

### **Workload and Performance Narrative**

OSHA expects 49.3 million website user sessions in FY 2023, and projects 49.5 million website user sessions in FY 2024. In FY 2025, OSHA anticipates a slight increase to 50.0 million website user sessions at the Budget level. OSHA expects the number of downloads to remain flat from FY 2023 to FY 2024 with both years having 5.3 million. The agency expects the number to slightly increase in FY 2025 to 5.41 million at the Budget level. The number of web site page views is anticipated to increase from 135 million in FY 2023 to 138 million in FY 2024. The number is estimated to increase further in FY 2025 to 141 million at the Budget level.

During FY 2023, the laboratory modernization effort (LIMS) expanded core functionality. In FY 2024, the modernization effort will continue through the integration of a virtual instrument engineering workbench into the lab network, development and deployment of a streamlined front-end web portal and online catalog for OSHA end users to track and order equipment and supplies, streamlined data handling, and further integration of analytical chemistry lines into the new LIMS. This modernized LIMS will decrease the potential for nonconformance with quality standards that previously may have adversely affected the defensibility of OSHA citations. In FY 2025, the LIMS and associated components will support daily operational tasks such as sample analysis, customer service call processing, fatality and severe injury field inspection support, equipment calibration, equipment maintenance, inventory management, billing, order processing, and web-based catalogs. This system replaces two in-house custom applications that have reached their end of life.

In FY 2024, OSHA will test or pilot software to analyze, visualize and disseminate data that can be deployed internally or externally in a user-friendly web interface for an OSHA dataset dashboard, and explore its compatibility with the DOL Application Programming Interface (API). This web interface will facilitate OSHA's efforts to become a more data-driven agency and will help the agency assure it is targeting the most hazardous risks to protect vulnerable workers. A potential use that will be explored is a "smart sampling" dashboard, made possible by the agency's ongoing Laboratory Modernization Project, directing attention to industries and establishment types with known high exposures to airborne contaminants. Additionally, a dashboard will build on many other efforts happening across the department to make DOL data accessible to all, operable across siloes, and reusable across time.

In FY 2024, OSHA will build into OIS a module to track and process its newly assigned authority to complete U and T visa certifications for certain victims of crimes and trafficking. This module will allow investigators to quickly capture, track, and process the information they receive during their investigation. This module will allow OSHA to better protect these workers and further the mission of the agency. OSHA will also begin development to incorporate OSHA's Medical Access Order (MAO) application into OIS. This system is used to process and track medical access orders that OSHA uses as part of its inspection process. The incorporation of this application into OIS allows seamless integration into the inspection process.

In FY 2024, OSHA will build and deploy a modernized State Plan Application (SPA). This application allows the agency to track and monitor State plans adherence to new OSHA policies and standards. It also gives users of the system real-time feedback on upcoming policies that need review and moves OSHA away from a platform that was built on old technology.

## **SAFETY AND HEALTH STATISTICS**

In FY 2023, OSHA published the Improve Tracking of Workplace Injuries and Illnesses final rule, which requires covered establishments to electronically submit to OSHA information from the OSHA Form 300 (Log of Work-Related Injuries and Illnesses) and OSHA Form 301 (Injury and Illness Incident Report). In FY 2024, the agency will continue work on the data management capabilities of the Injury Tracking Application (ITA) in support of the implementation of the Improve Tracking of Workplace Injuries and Illnesses final rule. This work includes developing methodology and applications to collect, process, and analyze an additional 766,000 individual case reports of establishment-specific occupational injury and illness data from approximately 52,000 establishments (employers with 100 or more employees in certain high-risk industries) nationwide. These data, together with OSHA Form 300A summary injury and illness data from 350,000 establishments, aggregate industry data from the Bureau of Labor Statistics, and establishment-characteristic data from outside vendors, are used to identify employers for OSHA's programmed inspection and outreach interventions. OSHA supports and maintains automated applications that generate targeting lists in both construction and general industry that meet the requirements of *Marshall v. Barlow's, Inc.*, 436 U.S. 307 (1978). These lists are also used by state Consultation Programs and by OSHA for compliance and outreach efforts.

## SAFETY AND HEALTH STATISTICS

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	4,665	4,847	4,995	148
11.3	Other than full-time permanent	25	25	25	0
11.5	Other personnel compensation	55	76	80	4
11.9	<b>Total personnel compensation</b>	<b>4,745</b>	<b>4,948</b>	<b>5,100</b>	<b>152</b>
12.1	Civilian personnel benefits	1,862	1,936	1,995	59
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	97	112	112	0
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	24	42	42	0
24.0	Printing and reproduction	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	3,283	4,577	4,577	0
25.3	Other goods and services from Federal sources 1/	24,821	23,147	23,351	204
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	374	374	374	0
26.0	Supplies and materials	6	14	14	0
31.0	Equipment	288	350	350	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	<b>Total</b>	<b>35,500</b>	<b>35,500</b>	<b>35,915</b>	<b>415</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	9,616	8,471	8,675	204
	DHS Services	367	367	367	0
	Services by Other Government Departments	14,838	14,309	14,309	0

# SAFETY AND HEALTH STATISTICS

## CHANGES IN FY 2025

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments	\$152
Personnel benefits	59
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	204
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

**Built-Ins Subtotal** **\$415**

**Net Program** **\$0**

**Direct FTE** **0**

	Estimate	FTE
<b>Base</b>	<b>\$35,915</b>	<b>34</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>



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<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>10,100</b>	<b>10,100</b>	<b>10,325</b>	<b>225</b>
FTE	39	30	30	0

NOTE: FY 2023 reflects actual FTE. Authorized FTE for FY 2023 was 30.

### **Introduction**

The Executive Direction activity provides overall leadership, direction, and support for agency operations, and develops strategic and agency management plans to carry out the goals and priorities of the Administration. This activity includes management and administrative coordination of policy, research, planning, evaluation, audit, budgeting, financial control, information technology, legislative liaison, Federal agency liaison, and performance management. Through this activity, OSHA national and regional leadership will support the Administration’s priorities by ensuring OSHA’s leadership position in the national worker safety and health dialogue and community. In addition, this activity supports the agency’s efforts to advance racial and gender equity and to support underserved communities by including equity in OSHA’s initiatives, policies, and programs, and use available resources to maintain agency staffing at a level that allows the agency to deliver services effectively and efficiently. Last, the agency will utilize the expertise of four advisory committees to develop policy and address emerging issues in occupational safety.

### **Five-Year Budget Activity History**

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2020	\$10,050	28
2021	\$10,050	28
2022	\$9,631	28
2023	\$10,100	30
2024	\$0	30

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

### **FY 2025**

In FY 2025, OSHA is requesting \$10,325,000 and 30 FTE, which is level funding with FY 2023 Enacted plus built-ins. OSHA is requesting built-in increases because they are necessary to prevent further staff erosion from pay raises and increased benefit costs. To ensure safe and healthful working conditions for workers, OSHA will continue to confront and abate new hazards, through standard-setting, enforcement activities, including whistleblower protection, and compliance assistance. The agency will continue to address workplace safety and health in a demographically changing workforce in terms of diversity, economics, and geography.

## EXECUTIVE DIRECTION

Additionally, OSHA will focus on management training and succession planning to develop diverse agency leadership that is ready to move forward with the agency's strategic priorities. The agency will develop and train leaders to meet the continuing challenges brought about by emerging hazards, such as infectious disease, climate change, new industries, changes in technologies, and shifting demographics. OSHA will also develop and train personnel at all levels, including CSHOs, Whistleblower Investigators, technical staff, and managers to meet these challenges to carry out the Administration's policies. In particular, the agency will consider bootcamp-style training for Whistleblower Regional Supervisory Investigators and administrative staff to enhance their career development, resources permitting. The training curriculum will be based on previous successful OSHA Leadership Bootcamps (LBCs) that taught attendees the necessary skills to support the agency's mission and Agency Management Plan (AMP) goals, and to build a pipeline of diverse talent for the agency.

In FY 2025, OSHA expects to use the results of an agency-wide barrier analysis conducted in FY 2023 and FY 2024 to improve the policies, practices, and procedures that may limit diversity, equity, inclusion, and accessibility (DEIA) within the workforce. These changes will enable the agency to select, develop, and retain a high-performing workforce, and improve productivity and morale.

In FY 2025, OSHA will support four advisory committees: 1) National Advisory Committee on Occupational Safety and Health (NACOSH); 2) Maritime Advisory Committee for Occupational Safety and Health (MACOSH); 3) Advisory Committee on Construction Safety and Health (ACCSH); and 4) Federal Advisory Council on Occupational Safety and Health (FACOSH). All of OSHA's advisory committees consist of a membership that has a balanced representation of workers and employers, and includes other qualified individuals, such as government officials, safety and health professionals, and members of the public. The committee members will advise agency leadership on existing and emerging worker protection issues affecting agency policies and programs.

### **FY 2024**

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation, had not been enacted at the time the budget was produced.

### **FY 2023**

In FY 2023, the agency continued its focus on restoring agency capacity to meet the demands of a diverse and changing workforce and workplace environments. To ensure safe and healthful working conditions for workers, OSHA continued to confront and abate new hazards, through standard-setting, enforcement activities, including whistleblower protection, and compliance assistance. To meet these objectives, OSHA continued efforts to build a diverse workforce that mirrored the breadth of ethnicities, languages, and physical capabilities of workers in workplaces across the Nation. As part of a Department of Labor initiative, in FY 2023, OSHA began a barrier analysis to identify and eliminate the causes of disparities in employment opportunities for staff. The process, which will continue into FY 2024, will involve the following steps: trigger analysis, investigating barriers, devising an action plan to address the causes of the barriers, and

## EXECUTIVE DIRECTION

assessing the results and success of the action plan. The agency will also use the barrier analysis to develop succession and talent optimization plans.

In FY 2023, OSHA continued its leadership training and development to ensure future success in meeting agency goals and priorities. The agency provided cost effective leadership training, including an LBC relaunched in FY 2022, to ensure that OSHA's current leadership has the necessary skills to support the agency's mission and agency management plan goals, and to build a pipeline of diverse, future leaders for the agency. The agency developed and trained leaders to meet the continuing challenges brought about by emerging hazards, such as infectious disease, climate change, new industries, changes in technologies, and shifting demographics. The boot camp allowed managers to focus on strategic issues and skills needed at the executive level.

OSHA continued the agency's Safety Technician Enhancement Program (STEP), launched in FY 2022, to develop and train entry level personnel and provide them with a broad set of occupational safety and health skills. The agency rolled the program out to reach colleges, community colleges, and trade school graduates as they plan for future careers. OSHA used multiple social media and recruitment platforms to secure the widest possible dissemination of the STEP opportunity to the general public, including diverse candidates and veterans. The inaugural STEP class included 24 internal OSHA Safety Technicians. The second cadre of STEP included 14 new hires in FY 2023.

OSHA also developed and trained personnel at all levels, including CSHOs, Whistleblower Investigators, technical staff, and managers to meet these challenges to carry out the Administration's policies. OSHA leadership was committed to revitalizing the agency's diversity and inclusion programs and succession planning efforts to help create pathways for diverse employees to rise to higher level positions in the agency.

OSHA's FY 2023 AMP provided a solid framework for strategic planning, self-evaluation, and reporting that was firmly rooted in established agency processes to allow for continuous improvement. OSHA tracked all AMP outputs and measures, and discussed results with program offices at the National, Regional, and Area Office levels – and with the State Plans, as applicable. The discussions on the agency's AMP provided valuable information for OSHA employees at all levels, which the agency used to improve current performance and refine performance measurement and to develop the requirements, priorities, and strategies for subsequent AMPs. The agency's mission has been at the core of decision-making. The agency continued to consider needs across a spectrum of areas, including office space and equipment, as part of its assessment of the future of work. OSHA also continued to address IT/technical needs to better support a hybrid work environment. For example, OSHA assessed upgrading conference room facilities to better address hybrid meetings of people in the workplace and remote workers as staff began to combine telework and in-person work.

OSHA carefully assessed the FY 2023 Federal Employee Viewpoint Survey (FEVS) results. Before the FEVS was announced, OSHA set two goals for the agency. The first was raising OSHA's participation rate above 60 percent and the second was raising the agency's participation rate above the Department's. The agency achieved both goals. The Department set three "Challenge Points" for the 2023 FEVS, each addressing a question on the Employee Engagement Index, or the EEI. The three questions related to whether employees felt: 1) encouraged to come

## **EXECUTIVE DIRECTION**

up with new and better ways of doing things, 2) their talents were used well in the workplace, and 3) senior leaders generate high levels of motivation and commitment in the workplace. The Department's challenge points will remain the same in FY 2024, with FY 2023 serving as a baseline. OSHA will continue to work on becoming a model workplace by combining this effort with the agency's ongoing barrier analysis.

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<b>WORKLOAD AND PERFORMANCE SUMMARY</b>					
		<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>Executive Direction</b>					
<b>Strategic Goal 2 - Ensure Safe Jobs, Essential Protections, and Fair Workplaces</b>					
<b>Strategic Objective 2.1 - Secure safe and healthful workplaces, particularly in high-risk industries.</b>					
<b>Committee Meetings</b>					
OSHA- EXD-01	NACOSH meetings	4	3	3	4
OSHA- EXD-02	MACOSH meetings	2	2	2	2
OSHA- EXD-03	ACCSH meetings	2	2	2	2
OSHA- EXD-07	FACOSH meetings	2	2	2	2

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

## EXECUTIVE DIRECTION

### Workload and Performance Narrative

One of OSHA's key goals is to continue to build a stronger agency, with a focus on enforcement that can unleash its authority to meet the demands of a diverse and changing workforce and the changing environments of workplaces. OSHA continues to confront new hazards, such as infectious diseases, workplace violence, and heat stress; address workplace safety and health in a demographically changing workforce in terms of diversity, economics, and geography; and administer 25 whistleblower protections statutes. The agency will focus on staff development and retention through training, mentoring, employee recognition, and succession planning to ensure that there is a cadre of a diverse staff prepared to advance into leadership to help OSHA carry out the agency's mission and address these new challenges.

As part of its succession planning efforts, OSHA will work with the Department's Human Resources Center to fill critical vacancies and increase the retention of staff, resources permitting. The agency wants to ensure that its employee composition reflects the diversity of both the workplaces and nation it serves. OSHA will continue to cultivate relationships with a wide variety of academic institutions, professional and trade groups, labor unions, and community organizations to promote career opportunities within the agency where resources permit. In conjunction with the Department's human resources staff, the agency will continue to participate in job fairs and conferences to address the increasing need for diverse and qualified candidates with bilingual language skills. Specifically, the agency is working with the Office of the Assistant Secretary for Administration and Management to recruit from diverse organizations, such as Historically Black Colleges and Universities, the National Council of Hispanic Employment Program Managers, the Asian American Network, Blacks in Government, and community events that represent multiple races and ethnicities. The agency also has a strong cadre of veterans in its workforce and will continue to participate in hiring events for veterans and military spouses, as well as pilot programs to extend our reach to active military personnel to work with OSHA as they prepare to transition from military to civilian workforce.

To prepare for the future of work, including changes to the workforce and the workplace, OSHA will continue to carry out the agency's mission and goals while using telework and other flexibilities to support the needs of its workers. Additionally, the agency will work on releasing and rightsizing space in the regions and national office to support the continuing evolution of our staff, and the mobile OSHA inspector staff, and reduce rent costs. The agency will develop and implement a model Area Office plan for the agency and will use space ideas from GSA's Innovation Lab, which offers shared collaboration spaces, conference rooms, and office space. This also includes products that will enhance OSHA's hybrid work experience, promote health and wellness, and support the federal government's commitment toward a net zero carbon emissions operation. OSHA also will address IT/technical needs to better support hybrid and remote work.

In FY 2025, OSHA will continue its succession planning, talent optimization, and development training to ensure future success in meeting agency goals and priorities. The agency will provide cost effective leadership training to ensure that OSHA's staff has the necessary skills to support the Administration's priorities, but also build a pipeline of diverse, future leaders who have the desire to advance their careers in the agency.

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OSHA's learning culture also ensures that employees at every level are positively engaged in their work and their development. In FY 2023, OSHA provided cost effective leadership training, including an LBC, to ensure that OSHA's current leadership had the necessary skills to support the agency's mission and agency management plan goals, and to build a pipeline of diverse, future leaders for the agency. OSHA trained over 100 staff as part of these bootcamps. OSHA continued the LBC in FY 2024 for 25 staff and provided similar training for over 100 Assistant Area Directors to provide them with management skills and career development training. OSHA plans to hold an Administrative Development Program, a Whistleblower Regional Supervisory Investigator Leadership Bootcamp, and an Assistant Area Director Leadership Bootcamps.

The agency developed and trained leaders to meet the continuing challenges brought about by emerging hazards, such as infectious disease, climate change, new industries, changes in technologies, and shifting demographics. OSHA also continued to train personnel at all levels, including CSHOs, Whistleblower Investigators, technical staff, and managers to meet these challenges to carry out the Administration's priorities.

The agency will continue its commitment to employee communication and engagement as demonstrated by its recent high employee engagement FEVS score. The agency will continue to engage OSHA employees at all levels, building on the success of agency town hall meetings, leadership vlogs, and continuing training efforts for succession and development.

OSHA will continue to develop expertise on matters relating to occupational safety and health regulation through the agency's Federal Advisory Committees. In FY 2025, OSHA will support four advisory committees: NACOSH, MACOSH, ACCSH, and FACOSH. NACOSH will meet four times during the year and the other committees each will meet two times during the year. All of OSHA's advisory committees consist of membership that has a balanced representation of workers and employers, and include other qualified individuals, such as government officials, safety and health professionals, and members of the public. These committee members will advise agency leadership on existing and emerging worker protection issues affecting agency policies and programs.

# EXECUTIVE DIRECTION

## CHANGES IN FY 2025

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments	\$114
Personnel benefits	44
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	67
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

**Built-Ins Subtotal** **\$225**

**Net Program** **\$0**

**Direct FTE** **0**

	Estimate	FTE
<b>Base</b>	<b>\$10,325</b>	<b>30</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>