

FY 2016

CONGRESSIONAL BUDGET JUSTIFICATION

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

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OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

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APPROPRIATION LANGUAGE

For necessary expenses for the Occupational Safety and Health Administration, [\$552,787,000] \$592,071,000, including not to exceed [\$100,850,000] \$104,337,000 which shall be the maximum amount available for grants to States under section 23(g) of the Occupational Safety and Health Act ("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, [2015] 2016, 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

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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 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; and [and] (6) to take any action authorized by the Act with respect to complaints of discrimination against employees for exercising rights under the Act[.]; *and (7) to take any action authorized by the Act with respect to certain employers with a low DART rate and employing 10 or fewer employees within the past twelve months, that operate processes where the potential for a catastrophic chemical incident exists, defined as any establishment that operates a process covered by OSHA's Process Safety of Highly Hazardous Chemicals standard (29 CFR 1910.119) or the Environmental Protection Agency's Chemical Accident Prevention Provisions (40 CFR 68), except that this subparagraph (7) shall not apply to employers conducting farming, harvesting, or processing operations on farms:* *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

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employees: *Provided further*, That \$10,687,000 shall be available for Susan Harwood training grants. (*Department of Labor Appropriations Act, 2015.*)

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EXPLANATION OF LANGUAGE CHANGE

The Administration proposes amending the appropriations language under the Occupational Safety and Health Administration (OSHA) to allow targeted safety and health inspections of small establishments that have the potential for catastrophic incidents, specifically those covered by OSHA's Process Safety Management (PSM) regulations or the Environmental Protection Agency's (EPA's) Chemical Accident Prevention Provisions with the exception of certain specified small farms.

The current appropriations language limits OSHA's ability to conduct safety and health inspections of small businesses (10 or fewer employees) in industry codes that have lower-than-average workplace injury and illness rates. Neither the number of workers in a business, nor the level of injury and illness rates, are predictive of the potential for high-consequence catastrophic incidents, resulting in multiple casualties and extensive property damage, such as those caused by the West Fertilizer explosion in West, Texas. In order to prevent future catastrophic incidents, the Administration believes Congress should modify the appropriations language to allow targeted inspections of small establishments that have the potential for catastrophic incidents (e.g., those covered by OSHA's PSM standard or EPA's Chemical Accident Prevention Provisions). The language exempts small employers conducting farming, harvesting, or processing operations on farms.

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ANALYSIS OF APPROPRIATION LANGUAGE

<u>Language Provision</u>	<u>Explanation</u>
<p>"... including not to exceed \$104,337,000 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;"</p>	<p>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.</p>
<p>"... 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:"</p>	<p>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.</p>
<p>"... the Secretary of Labor is authorized, during the fiscal year ending September 30, 2013, 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:"</p>	<p>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.</p>

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“... and (7) to take any action authorized by the Act with respect to certain employers with a low DART rate and employing 10 or fewer employees within the past twelve months, that operate processes where the potential for a catastrophic chemical incident exists, defined as any establishment that operates a process covered by OSHA's Process Safety of Highly Hazardous Chemicals standard (29 CFR 1910.119) or the Environmental Protection Agency's Chemical Accident Prevention Provisions (40 CFR 68), except that this subparagraph (7) shall not apply to employers conducting farming, harvesting, or processing operations on farms:”

This language authorizes OSHA to conduct targeted safety and health inspections of small establishments that have the potential for catastrophic incidents, specifically those covered by OSHA's Process Safety Management regulations or the Environmental Protection Agency's Chemical Accident Prevention provisions, but exempts employers conducting farming, harvesting, or processing operations from this proviso.

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AMOUNTS AVAILABLE FOR OBLIGATION (Dollars in Thousands)						
	2014		2015		2016	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	2,235	\$552,247	2,224	\$552,787	2,314	\$592,071
<i>Subtotal Appropriation</i>	2,235	\$552,247	2,224	\$552,787	2,314	\$592,071
Offsetting Collections From:						
Reimbursements	3	\$2,710	3	\$2,306	3	\$2,306
B. Gross Budget Authority	2,238	\$554,957	2,227	\$555,093	2,317	\$594,377
Offsetting Collections deduction:						
Reimbursements	-3	-\$2,710	-3	-\$2,306	-3	-\$2,306
C. Budget Authority Before Committee	2,235	\$552,247	2,224	\$552,787	2,314	\$592,071
Offsetting Collections From:						
Reimbursement	3	\$1,846	3	\$2,306	3	\$2,306
D. Total Budgetary Resources	2,238	\$554,093	2,227	\$555,093	2,317	\$594,377
Unobligated Balance Expiring	68	\$78	0	\$0	0	\$0
E. Total, Estimated Obligations	2,170	\$554,015	2,227	\$555,093	2,317	\$594,377

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SUMMARY OF CHANGES

(Dollars in Thousands)

	2015	2016	Net Change					
Budget Authority								
General Funds	\$552,787	\$592,071	+\$39,284					
Total	\$552,787	\$592,071	+\$39,284					
Full Time Equivalents								
General Funds	2,224	2,314	90					
Total	2,224	2,314	90					
		2016 Change						
Explanation of Change	2015 Base							
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	2,224	\$198,249	0	\$0	0	\$4,855	0	\$4,855
Personnel benefits	0	\$58,053	0	\$0	0	\$1,516	0	\$1,516
One day more of pay	0	\$0	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$0	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$65	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$10,858	0	\$0	0	\$5	0	\$5
Transportation of things	0	\$85	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$24,347	0	\$0	0	\$856	0	\$856
Rental payments to others	0	\$0	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$3,523	0	\$0	0	\$1	0	\$1
Printing and reproduction	0	\$0	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$1,996	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$0	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$33,163	0	\$0	0	\$6,947	0	\$6,947
Other Federal sources (Census Bureau)	0	\$0	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$1,235	0	\$0	0	\$24	0	\$24
Other goods and services from Federal sources	0	\$6,256	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	\$13,693	0	\$0	0	\$2,019	0	\$2,019
Supplies and materials	0	\$2,570	0	\$0	0	\$31	0	\$31
Equipment	0	\$3,505	0	\$0	0	\$342	0	\$342

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Explanation of Change	2016 Change							
	2015 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Grants, subsidies, and contributions	0	\$111,387	0	\$0	0	\$150	0	\$150
Insurance claims and indemnities	0	\$141	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	2,224	+\$469,126	0	\$0	0	+\$16,746	0	+\$16,746
B. Programs:								
Enforcement Resources for Reporting Fatalities, Hospitalizations and Amputations	0	\$0	0	\$0	40	\$6,700	40	\$6,700
Database Consolidation	0	\$0	0	\$0	0	\$3,000	0	\$3,000
Enforcement Resources for EO on Chemical Industry	0	\$0	0	\$0	20	\$2,700	20	\$2,700
Additional Whistleblower Resources to Address Growing Volume of Complaints	0	\$0	0	\$0	14	\$2,572	14	\$2,572
Standards Resources to Support EO on Chemical Industry	0	\$0	0	\$0	3	\$2,450	3	\$2,450
Increase for State Programs	0	\$0	0	\$0	0	\$2,137	0	\$2,137
State Programs Whistleblower Staff	0	\$0	0	\$0	0	\$1,350	0	\$1,350
New Data Analytical Unit	0	\$0	0	\$0	5	\$900	5	\$900
Request for Whistleblower Investigative Assistants	0	\$0	0	\$0	8	\$830	8	\$830
Programs Subtotal			0	\$0	90	+\$22,639	90	+\$22,639
Total Increase	2,224	+\$469,126	0	\$0	90	+\$39,385	90	+\$39,385
Decreases:								
A. Built-Ins:								
To Provide For:								
Federal Employees' Compensation Act (FECA)	0	\$1,117	0	\$0	0	-\$33	0	-\$33
Printing and reproduction	0	\$600	0	\$0	0	-\$44	0	-\$44
Other services from non-Federal sources	0	\$81,944	0	\$0	0	-\$24	0	-\$24
Built-Ins Subtotal	0	+\$83,661	0	\$0	0	-\$101	0	-\$101
B. Programs:								
Total Decrease	0	+\$83,661	0	\$0	0	-\$101	0	-\$101
Total Change	2,224	+\$552,787	0	\$0	90	+\$39,284	90	+\$39,284

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	2014		2015		2016		Diff. 2016 / 2015	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Safety and Health Standards	79	20,000	90	20,000	93	23,306	3	3,306
General Funds	79	20,000	90	20,000	93	23,306	3	3,306
Federal Enforcement	1,434	207,785	1,541	208,000	1,601	225,608	60	17,608
General Funds	1,434	207,785	1,541	208,000	1,601	225,608	60	17,608
Whistleblower Programs	116	17,000	135	17,500	157	22,628	22	5,128
General Funds	116	17,000	135	17,500	157	22,628	22	5,128
State Programs	0	100,000	0	100,850	0	104,337	0	3,487
General Funds	0	100,000	0	100,850	0	104,337	0	3,487
Technical Support	112	24,344	113	24,469	113	24,614	0	145
General Funds	112	24,344	113	24,469	113	24,614	0	145
Compliance Assistance-Federal	336	69,433	254	68,433	254	73,044	0	4,611
General Funds	336	69,433	254	68,433	254	73,044	0	4,611
Compliance Assistance-State Consultations	0	57,775	0	57,775	0	57,775	0	0
General Funds	0	57,775	0	57,775	0	57,775	0	0
Compliance Assistance-Training Grants	0	10,687	0	10,537	0	10,687	0	150
General Funds	0	10,687	0	10,537	0	10,687	0	150

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY (Dollars in Thousands)								
	2014		2015		2016		Diff. 2016 / 2015	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Safety and Health Statistics	40	34,250	42	34,250	47	38,763	5	4,513
General Funds	40	34,250	42	34,250	47	38,763	5	4,513
Executive Direction	49	10,973	49	10,973	49	11,309	0	336
General Funds	49	10,973	49	10,973	49	11,309	0	336
Total	2,166	552,247	2,224	552,787	2,314	592,071	90	39,284
General Funds	2,166	552,247	2,224	552,787	2,314	592,071	90	39,284

NOTE: 2014 reflects actual FTE.

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BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		2014	2015	2016	Diff. 2016 / 2015
	Full-Time Equivalent				
	Full-time Permanent	2,235	2,224	2,314	90
	Reimbursable	3	3	3	0
	Total	2,238	2,227	2,317	90
	Average ES Salary	\$167,279	\$170,625	\$172,843	\$2,218
	Average GM/GS Grade	12/6	12/5	12/5	0
	Average GM/GS Salary	\$86,042	\$88,647	\$89,799	\$1,152
11.1	Full-time permanent	194,892	194,401	207,405	13,004
11.3	Other than full-time permanent	985	985	985	0
11.5	Other personnel compensation	3,055	2,863	2,863	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	198,932	198,249	211,253	13,004
12.1	Civilian personnel benefits	59,434	59,170	63,087	3,917
13.0	Benefits for former personnel	65	65	65	0
21.0	Travel and transportation of persons	10,549	10,858	11,702	844
22.0	Transportation of things	85	85	85	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	23,648	24,347	25,412	1,065
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	3,445	3,523	3,523	0
24.0	Printing and reproduction	600	600	556	-44
25.1	Advisory and assistance services	1,996	1,996	1,996	0
25.2	Other services from non-Federal sources	83,262	81,944	88,633	6,689
25.3	Other goods and services from Federal sources 1/	39,125	40,654	47,872	7,218
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	13,692	13,693	15,712	2,019
26.0	Supplies and materials	2,570	2,570	2,689	119
31.0	Equipment	4,007	3,505	4,321	816
41.0	Grants, subsidies, and contributions	110,687	111,387	115,024	3,637
42.0	Insurance claims and indemnities	150	141	141	0
	Total	552,247	552,787	592,071	39,284
	1/Other goods and services from Federal sources				
	Working Capital Fund	31,821	33,163	40,356	7,193
	DHS Services	1,199	1,235	1,259	24
	Services by Other Government Departments	6,105	6,256	6,256	0

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Emphasis Programs

- Statement of Mangers:
- OSHA is directed to notify the House and Senate Committees on Appropriations 10 days prior to the announcement of any new National, Regional or Local Emphasis Program including the circumstances and data used to determine the need for the launch of a new Program.
- Response:
- As in the past, OSHA will continue to develop any new National, Regional or Local Emphasis programs consistent with sound data that supports the need for the new program. Ten days prior to the launching of any new emphasis program, OSHA will notify the House and Senate Committees on Appropriations of the circumstances and data used to support the new program.

Silica

- Statement of Mangers:
- OSHA is urged to consider all currently available technology as it develops any new standard for workers' exposure to silica dust.
- Response:
- The agency's record on available technology to monitor and control silica dust contains many hundreds of exhibits. These exhibits were collected through the agency's own research and site visits; public submissions in response to the notice of proposed rulemaking; and stakeholders' and experts' hearing testimony, post-hearing comments, and briefs. The rulemaking record is now closed. The agency is reviewing and will carefully consider all of these materials as it develops the final rule.

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AUTHORIZING STATUTES

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

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APPROPRIATION HISTORY (Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2006					
Base Appropriation...1/	\$466,981	\$477,199	\$477,491	\$472,427	2,173
2007					
Base Appropriation	\$483,667	\$0	\$0	\$486,925	2,173
2008					
Base Appropriation...2/	\$490,277	\$486,000	\$486,000	\$486,001	2,126
2009					
Base Appropriation...3/4/	\$501,674	\$0	\$484,528	\$513,042	2,147
2010					
Base Appropriation	\$563,620	\$554,620	\$535,700	\$558,620	2,335
2011					
Base Appropriation...5/	\$573,096	\$0	\$0	\$558,619	2,300
2012					
Base Appropriation...6/	\$583,296	\$0	\$535,251	\$564,788	2,305
2013					
Base Appropriation...7/8/	\$565,468	\$0	\$0	\$535,246	2,239
2014					
Base Appropriation	\$570,519	\$0	\$0	\$552,247	2,235
2015					
Base Appropriation	\$565,010	\$0	\$0	\$552,787	2,224
2016					
Base Appropriation	\$592,071	\$0	\$0	\$0	2,314

1/ Reflects a \$4,722 reduction pursuant to P.L. 109-149.

2/ Reflects an \$8,641 reduction pursuant to P.L. 110-161.

3/ Excludes \$12,995 for Recovery Act funding pursuant to P.L. 111-5.

4/ This bill was only reported out of Subcommittee and was not passed by the Full House.

5/ Reflects a \$1,117 reduction pursuant to P.L. 112-10 and a Non-Expenditure transfer of the same amount from DM to restore to FY 2010 Enacted Level.

6/ Reflects a \$1,069 reduction pursuant to P.L. 112-74.

7/ Reflects a \$1,130 Rescission reduction and a \$28,412 Sequestration reduction pursuant to P.L. 113-6.

8/ Does not reflect \$2,250,000 transferred to OSHA for Hurricane Sandy reconstruction and recovery activities, as provided in the Disaster Relief Appropriations Act, 2013, P.L. 113-2. This amount has been transferred from the Employment and Training Administration, Training and Employment Services account via a non-expenditure transfer.

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OVERVIEW

The Occupational Safety and Health Administration (OSHA) was established by the Occupational Safety and Health Act of 1970 (OSH Act) (Public Law 91-596). OSHA's mission is to assure safe and healthful working conditions for working men and women by setting and enforcing standards and by providing training, outreach, education and assistance. Strong evidence shows that OSHA's actions prevent work-related injuries, illnesses and deaths by empowering workers and encouraging employers to eliminate hazards.

OSHA also is responsible for administering 22 whistleblower laws and protecting the rights of workers to identify and report problems in the workplace without fear of retaliation. This supports the Department of Labor's (DOL) Strategic Plan and the Secretary's vision of providing workers a voice in the workplace so that they may actively participate in the protection and promotion of their workplace rights without hindering their employment. Workers are more likely to have a voice in the workplace if they are better informed of their employment rights, and better able to freely exercise those rights and overcome their fear of adverse consequences.

OSHA's FY 2016 budget plans to support the principles of President Obama's Second-Term Management Agenda and its goal of effective, efficient government that works better, costs less, and supports economic growth. Improved **effectiveness** will result from an increase for Whistleblower Protection resources, which will improve investigation timeliness and quality as well as access to information about rights afforded those who file a whistleblower complaint. Working with the Department, OSHA will build upon efforts for consolidated and shared Information Technology (IT) services to maximize **efficiencies** and make smart use of taxpayer dollars. For example, the agency plans to consolidate several databases within the DOL's centralized data center to make more program data publicly available, enhance data analysis, modernize technology and increase security. Better management of the programs with better and more comprehensive data will result in efficiencies, which will enable OSHA to target its resources to those areas where the most serious violations occur and decrease the number of injuries and illnesses in the workplace. In addition, improved customer service will improve the agency's ability to protect vulnerable workers and ensuring their voice in the workplace.

The Department also supports increasing civil monetary penalties for violations of the OSH Act. Civil monetary penalties are an important part of the enforcement process; however, the penalties for violations of the OSH Act are widely regarded as too low to create an effective or credible deterrent to noncompliance. The penalties have been raised only once in the 40 years since the Act was passed – more than two decades ago. Moreover, the OSH Act is one of only four statutes not covered by the Federal Civil Penalties Inflation Adjustment Act, which provides a mechanism to increase fixed penalties under all other statutes regularly to keep pace with inflation. The inadequacy of OSH Act penalties can be seen most starkly in the context of the most egregious cases. For example, after a tank full of sulfuric acid exploded, the company responsible received a penalty for polluting that was almost 60 times greater than the OSH Act penalty for the death of a worker that resulted from the same incident. The penalties for labor law violations are so low that unscrupulous employers treat them as the cost of doing business, and employers who play by the rules are put at a competitive disadvantage.

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The Department's budget submission for FY 2016 supports OSHA's commitment to achieving the following Strategic Objectives included in the Department's 2014-2018 Strategic Plan: ***Secure safe and healthy workplaces, particularly in high-risk industries (Strategic Objective 2.1)*** and ***Protect workers' rights (Strategic Objective 3.2)***. OSHA will use rigorous enforcement, science-based rulemaking and stakeholder involvement to achieve these crucial objectives. Specifically, OSHA will support these objectives through the following performance measures:

- Number of Federal OSHA and State Plan safety inspections;
- Number of Federal OSHA and State Plan health inspections;
- Number of Local Emphasis or National Emphasis Programs;
- Average age of pending whistleblower investigations;
- Average days to complete the new whistleblower complaint screening process;
- Number of whistleblower investigations completed;
- Number of persons trained in OSHA training programs;
- Chemical samples analysis average turnaround days;
- Number of Voluntary Protection Programs new approvals and re-approvals;
- Number of Strategic Partnerships;
- Number of Alliances; and
- Number of On-Site Consultation initial visits.

In FY 2016, OSHA is requesting \$592,071,000 and 2,317 FTE, an increase of \$39,284,000 and 90 FTE above the FY 2015 Enacted level. The FY 2016 budget request will enable the agency to implement enforcement and whistleblower initiatives designed to have a far reaching impact; work on both longstanding and complex standards, such as the Crystalline Silica rule; and engage in outreach and training activities to enhance worker voice and train vulnerable, hard-to-reach workers in dangerous jobs about their rights and the hazards they face.

In addition, it will allow the agency to address emerging issues and administration priorities. For example, OSHA has been working with other federal agencies, such as the Department of Homeland Security and the Environmental Protection Agency, to implement the President's EO 13650 titled, "Improving Chemical Facility Safety and Security," to prevent incidents like the 2013 West Fertilizer catastrophe in West, Texas. The agency is working to identify and implement ways to enhance safety and security at chemical facilities, and improve response procedures when events occur. As a result, the agency is requesting \$5,150,000 and 23 FTE to enhance its enforcement efforts and standard-setting initiatives related to this EO.

OSHA will use four broad categories to guide its activities. Through enforcement, standards, whistleblower protection, and compliance assistance and outreach programs, the agency promotes and improves overall compliance with workplace safety and health standards, thus supporting the Department's Strategic Goals and Objectives.

Enforcement: OSHA will continue its commitment to the enforcement of occupational safety and health standards and regulations to improve compliance and deter employers who put their workers' lives at risk. Enforcement activities reflect the authority vested in OSHA by Congress to enforce workplace safety and health standards under the OSH Act. OSHA's enforcement

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strategies aim to improve agency effectiveness and efficiency by targeting the most egregious and persistent violators through a combination of special enforcement programs (e.g., the Severe Violator Enforcement Program (SVEP), Corporate-wide Settlement Agreements (CSAs), and National Emphasis Programs (NEPs)) and outreach initiatives. With the requested increase, OSHA will be able to better implement the recent EO on Chemical Facility Safety and Security. In addition, OSHA enforcement staff will be able to respond to new reporting requirements for fatalities, hospitalizations, and amputations without diverting resources from other priority areas.

OSHA improves compliance by strategically scheduling inspections and outreach in high-risk areas, in addition to completing mandated enforcement activity. With more employers in compliance, OSHA anticipates a continued decrease in workplace injuries, fatalities, and illnesses – the ultimate outcome for American workers and a critical component of the Secretary’s vision. In FY 2016, OSHA will conduct 37,785 workplace safety and health inspections to abate workplace hazards, thereby reducing injuries and illnesses.

OSHA will work with its State Plan partners so that their occupational safety and health programs are at least as effective as Federal OSHA’s, particularly with regard to enforcement programs, which are integral to the Department’s strategic goals and objectives. Federal OSHA will continue to work with the State Plans to make sure that: resources are utilized efficiently; federal and state initiatives are consistent; and there is an increased emphasis on enforcement directed at high-hazard establishments and vulnerable workers. Requested increases in State Programs will enable State Plan states to enhance their enforcement effort and support OSHA’s new reporting requirements for hospitalizations, fatalities and amputations.

Standards: Setting enforceable standards based on rigorous scientific research is a high priority for OSHA because rulemaking has proven to be effective at changing behavior and improving worker safety and health. OSHA’s standards and guidance cover many serious occupational safety and health hazards in a wide range of workplaces. Numerous studies and OSHA lookback reviews have demonstrated the effectiveness of various OSHA standards in reducing workplace hazards, injuries, illnesses, and fatalities. Reductions in workplace hazards may occur even before the standards are promulgated, because employers may begin compliance efforts when they hear that OSHA is focusing on a particular workplace hazard.

The regulatory agenda for OSHA is intended to support the Department’s Strategic Plan by securing safe and healthy workplaces, particularly in high-risk industries. One of OSHA’s current highest rulemaking priorities is a proposed crystalline silica rule aimed at curbing worker exposure, which can cause lung cancer, silicosis, chronic obstructive pulmonary disease and kidney disease and kills hundreds of workers and sickens thousands more each year. Other rulemaking priorities include confined spaces in construction, walking and working surfaces, recordkeeping modernization and infectious diseases.

Many standards, especially those for chemical exposures, remain dangerously out-of-date. There are no Permissible Exposure Limits (PELs) for most of the thousands of chemicals used in American workplaces, and the vast majority of existing PELs date from the 1960s or earlier. With the requested increase, OSHA will be able to update the Process Safety Management (PSM) standard and other chemical standards, as well as related guidance.

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As the Government Accountability Office (GAO) reported in their 2012 study “Multiple Standards Lengthen OSHA’s Standards Setting,” the complexity of the current rulemaking process makes it prohibitively difficult to issue new standards in a reasonable amount of time. OSHA is exploring new ways to approach the problem of workplace exposure to hazardous substances, both from the enforcement and standard-setting perspectives.

Whistleblower Protection and Workers’ Rights: To achieve the strategic goal of protecting workers’ rights, OSHA enforces 22 whistleblower laws including Section 11(c) of the OSH Act, ensuring that workers can exercise their legal rights and identify problems in their organizations without fear of retaliation. The other 21 whistleblower statutes enforced by OSHA cover airline, commercial motor carrier, consumer product, food safety, environmental, financial reform, health care reform, nuclear, pipeline, public transportation agency, railroad, maritime, automotive manufacturing, and securities laws. The Department requests additional resources in FY 2016 to continue to build its whistleblower investigative capacity and improve its response to the increasing volume of new cases. Improvements will also be made to whistleblower investigator training and program management, allowing for better data collection, analysis, and efficiency.

Working with the Department, OSHA conducted an evaluation of Workers’ Rights – Access, Assertion, and Knowledge (WRAAK). The purpose of this evaluation was to gauge the current level of WRAAK in the workplace and the factors affecting WRAAK, specifically relating to the laws administered and enforced by OSHA and the Wage and Hour Division (WHD). Key findings of the study were that nearly half of the American workforce (47%) reported experience with a health or safety violation, either through direct experience, knowing someone else who experienced it, or knowing about a potential risk. WRAAK was further impacted among those with experience with a violation who did not formally report it. Of those who formally reported a violation, most (90%) said no one was punished for reporting it. The majority of American workers said they were extremely likely to report future health and safety violations. To be effective at reporting, workers need to know what to do. Workers with access to information on their rights were more likely to report a future violation compared with those without access. Most working adults get information about their health and safety rights from employer-supplied resources. OSHA is evaluating the results of this study.

Compliance Assistance and Outreach: The budget will support OSHA’s proactive outreach, training and targeted assistance that will focus on critical safety and health issues and promote and protect opportunities for the most vulnerable workers, including limited-English proficiency workers, as well as temporary workers. There are new challenges to face with the growth of the temporary workforce, number of vulnerable workers in the most dangerous occupations, and increasing transience of workers. To address these challenges, OSHA must continually renew its efforts so that workers are empowered to get the information they need about the hazards they face, their rights under the law and their ability to exercise their rights without fear of retaliation. Research indicates that workers who have access to information on their employment rights are significantly more likely than workers who don’t to report violations of those rights to employers or government. The agency will also continue two major campaigns launched in the past few years: preventing heat-related illnesses and fatalities, and preventing fatal falls in construction.

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Both these campaigns target workers who are at greater risk than others, including new workers, temporary workers, or those returning to work after a week or more off.

OSHA will continue to provide technical and compliance assistance to small businesses. OSHA's On-site Consultation Program, the agency's premier small business health and safety assistance program, will use the requested funding to continue to provide free and confidential workplace safety and health advice to small and medium-sized businesses in all States across the country, with priority given to high-hazard worksites. The Office of the Assistant Secretary for Policy is conducting an evaluation of the On-site Consultation Program that is expected to be completed in FY 2015 and will help the agency administer the program. The goals of this evaluation are to discover what the effect of the On-site Consultation process is on injury and illness rates for establishments in high hazard industries; whether the On-site Consultation process is more effective for establishments in specific industries; and if the On-site consultation process is more effective at addressing particular types of OSHA violations. In addition, OSHA will work with businesses of all sizes through its cooperative programs, including Voluntary Protection Programs, Strategic Partnerships and Alliances.

BUDGET ACTIVITIES

The following 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 request for FY 2016 is \$23,306,000 and 93 FTE, an increase of \$3,306,000 and three FTE from the FY 2015 Enacted level. This includes a program increase of \$2,450,000 and three FTE, which will enable the agency to implement Executive Order (EO) 13650 to modernize OSHA's PSM Standard and other chemical-related standards and develop related guidance materials.

Federal Enforcement: The Federal Enforcement budget activity request for FY 2016 is \$225,608,000, and 1,601 FTE, an increase of \$17,608,000 from the FY 2015 Enacted level. This includes program increases totaling \$9,400,000 and 60 FTE. Of the requested funding, \$2,700,000 and 20 FTE would enable OSHA to implement EO 13650 by enhancing enforcement efforts at chemical facilities. An additional \$6,700,000 and 40 FTE is requested to support the additional inspection workload resulting from a new electronic recordkeeping regulation requiring employers to report work-related hospitalizations, as well as amputations and losses of an eye.

Whistleblower Programs: The Whistleblower budget activity request for FY 2016 is \$22,628,000 and 157 FTE, an increase of \$5,128,000 and 22 FTE from the FY 2015 Enacted level. This request includes a program increase of \$3,402,000 for: 10 FTE for field Investigators to address increased workload in FY 2016; 7 FTE for Investigative Assistants to reduce the administrative burden on whistleblower Investigators and supervisors and improve case processing efficiency; and 5 FTE to handle training and program management activities including statistical analysis, IT development, and auditing functions.

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State Programs: The State Programs budget activity request for FY 2016 is \$104,337,000, an increase of \$3,487,000 from the FY 2015 Enacted level. The request includes an increase of \$1,350,000 to give State Plan States the resources to enhance enforcement of the 11(c) whistleblower protection statute. An additional request of \$2,137,000 will provide State Plan States with the resources to run programs that are as effective as OSHA's Federal Enforcement.

Technical Support: The Technical Support budget activity request for FY 2016 is \$24,614,000 and 116 FTE, an increase of \$145,000 from the FY 2015 Enacted level.

Federal Compliance Assistance: The Federal Compliance Assistance budget activity request for FY 2016 is \$73,044,000 and 254 FTE, an increase of \$4,611,000 from the FY 2015 Enacted level.

State Compliance Assistance: The State Compliance Assistance budget activity request for FY 2016 is \$57,775,000, which is level with the FY 2015 Enacted level.

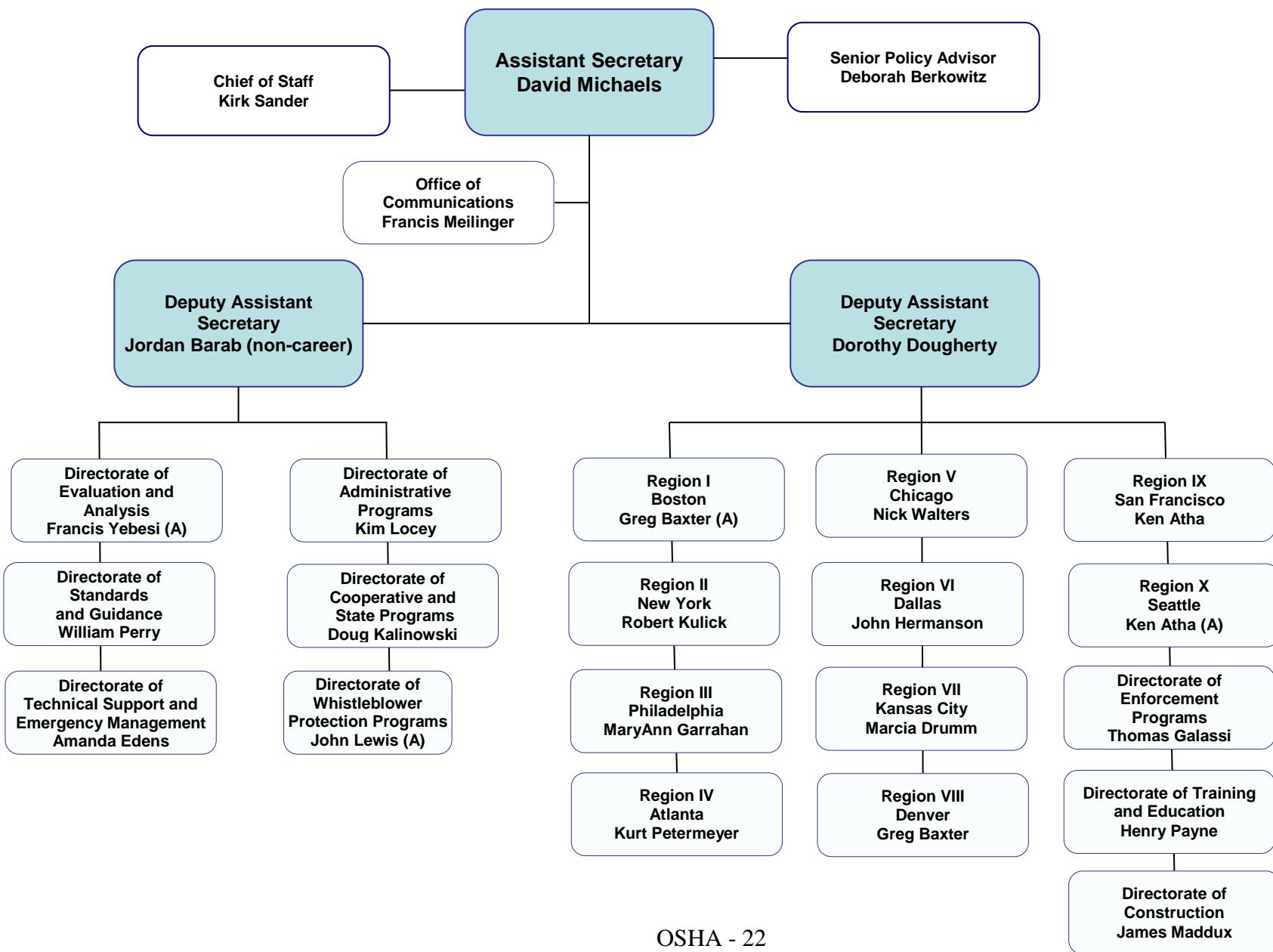
Training Grants: The Compliance Assistance – Training Grants budget activity request for FY 2016 is \$10,687,000, which is an increase of \$150,000 from the FY 2015 Enacted level.

Safety and Health Statistics: The Safety and Health Statistics budget activity request for FY 2016 is \$38,763,000 and 47 FTE, an increase of \$4,513,000 and five FTE from the FY 2015 Enacted level. The request includes a program increase of \$3,000,000 to consolidate OSHA's existing databases within DOL's consolidated database center. An additional request of \$900,000 and five FTE would support a new data analytics unit.

Executive Direction: The Executive Direction budget activity request for FY 2016 is \$11,309,000 and 49 FTE, an increase of \$336,000 from the FY 2015 Enacted level.

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

ORGANIZATION CHART



SAFETY AND HEALTH STANDARDS

BUDGET AUTHORITY BEFORE THE COMMITTEE (Dollars in Thousands)				
	2014	2015	2016	Diff. 2016 / 2015
Activity Appropriation	20,000	20,000	23,306	3,306
FTE	79	90	93	3

NOTE: FY 2014 reflects actual FTE. Authorized FTE for FY 2014 was 96.

Introduction

The development of occupational safety and health standards and guidance is a key component to achieving effective, efficient government that works better, costs less and supports economic growth consistent with the President's Management Agenda. OSHA aims to use regulatory safeguards to eliminate or reduce hazards with the broadest and most serious consequences as identified through rigorous scientific investigation. OSHA's standards and guidance cover many serious occupational safety and health hazards in a range of workplaces, including construction, general industry, and maritime. Numerous studies have demonstrated the effectiveness of various OSHA standards in reducing workplace hazards, injuries, illnesses, and fatalities. Reductions in workplace hazards may occur even before the standards are promulgated, because employers may begin compliance efforts when they hear that OSHA is focusing on a particular workplace hazard.

As envisioned by Congress in adopting the Occupational Safety and Health Act of 1970 (OSH Act), occupational safety and health standards provide employers and employees with a blueprint to follow when establishing safe and healthful working conditions in an establishment. When these standards are promulgated, updated as appropriate, and enforced, they form the basis for improved working conditions and reductions in workplace-related fatalities, illnesses, and injuries. At the same time, OSHA standards preserve jobs and encourage economic growth.

The standard-setting process is complex, carrying with it the force of law, and involving many different steps and comprehensive stages of review so that standards protect workers by the most effective and least burdensome means possible. OSHA's rules must be accompanied by analyses that clearly establish the risk of the hazard being addressed, offer proof that the new standard will reduce that risk, and make sure that the proposed requirements are technologically and economically feasible. The agency must meet the legal and administrative requirements under the OSH Act, other applicable legislation passed by Congress, and Executive Orders. To produce the best regulatory decision-making, these analyses require sophisticated technical research and multiple opportunities to collect comments and information from the public and affected workers and industries. OSHA's scientific analyses that support these rules must also be peer-reviewed, and a Small Business Regulatory Enforcement Fairness Act (SBREFA) panel must be conducted when the proposed standard has the potential to produce a significant impact on small businesses. All of OSHA's standards must conform to requirements under the Data Quality Act. Once finalized, OSHA standards become: (1) obligatory safety and health requirements for employers; (2) the basis for federal enforcement actions; (3) a minimum level of effectiveness for state occupational safety and health standards; and (4) a point of reference for compliance assistance and outreach efforts to reduce workplace fatalities, injuries, and illnesses.

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The agency's regulatory activities are also complemented by the development of non-regulatory guidance products that cover a wide variety of occupational safety and health hazards. Guidance products allow the agency to inform workers and employers about new or emerging safety and health issues more expeditiously than through the formal rulemaking process, enabling OSHA to recommend measures that employers and employees can implement to address new safety and health issues. In both its regulatory and non-regulatory efforts, the agency uses a scientific, common sense, and plain-language approach so that safety and health hazards are effectively addressed and that steps to improved workplace safety and health are easily understood.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2011	\$20,288	99
2012	\$19,962	99
2013	\$18,918	96
2014	\$20,000	96
2015	\$20,000	90

FY 2016

OSHA requests \$23,306,000 and 93 FTE for the Safety and Health Standards activity, an increase of \$3,306,000 from the FY 2015 Enacted level. This includes a program increase of \$2,450,000 and three FTE for resources to support Executive Order 13650 titled, “Improving Chemical Facility Safety and Security,” to respond to and prevent incidents such as the 2013 West Fertilizer catastrophe in West, Texas.

OSHA will use the requested increase to modernize its process safety management (PSM) standard and other chemical-related standards (e.g., ammonium nitrate storage updates and clarifications in the explosives and blasting agents standard), and to develop several related guidance documents in consultation with other federal agencies. The PSM standard has been effective in improving process safety in the United States and protecting workers (and, by extension, communities) from many of the hazards associated with uncontrolled releases of highly hazardous chemicals. However, major incidents, such as the 2013 West Fertilizer explosion, have continued to occur. Some are the result of employers’ failure to follow the existing regulations, but some suggest the need for strengthening the regulation and expanding its scope. While these incidents may be infrequent, they can cause major fatalities and injuries. The proposal will help OSHA overcome obstacles to effective enforcement, implement advancements in management practices for reducing risk and controlling hazards, and protect workers from previously unregulated chemical hazards.

In FY 2016, OSHA will prioritize moving to final rule those proposed rules for which the record has closed, including Crystalline Silica. The agency will also produce 27 guidance products. Work will be done in FY 2016 to further additional rulemaking in 2017 on those rules on the agency’s regulatory agenda that have not yet reached the final rule stage. During FY 2016, OSHA will also work towards development of a Beryllium rule and will continue its work with

SAFETY AND HEALTH STANDARDS

an expert advisory subcommittee to develop a proposed standard on emergency response and preparedness.

FY 2015

In FY 2015, OSHA projects that it will issue four Final Rules (i.e., Walking Working Surfaces, Recordkeeping Modernization, Confined Spaces in Construction, and Eye and Face Protection Consensus Standard Update) and four Notices of Proposed Rulemaking (i.e., Respirator Fit Test Method Update, SIPs Phase IV, Crane Operator Certification and Clarification of Employers' Recordkeeping Obligations). The agency also will complete SBREFA reviews for one rule (Infectious Diseases) and initiate SBREFA Panels for two rules (PSM and Backover Protection). In addition, OSHA will continue to produce a variety of guidance products, including fact sheets, films and e-tools, such as a tool for developing injury and illness prevention programs and a tool to train interested persons in hazard recognition. OSHA also plans to develop new guidance on injury and illness prevention programs updating the 1989 guidelines.

OSHA will continue to analyze the record to develop a final rule for occupational exposure to silica to be issued in FY 2016. OSHA will also analyze the record in response the Chemical Management Request for Information (RFI) and make key decisions concerning the best approaches to new chemical rules and what chemicals to address in future chemical specific rule making. OSHA is also planning to convene an expert working group under the National Advisory Committee for Occupational Safety and Health to assist the agency in developing revised standards for emergency response workers. OSHA also will continue to develop products to promote injury and illness prevention programs.

OSHA will continue working toward improving chemical facility safety in coordination with the interagency Chemical Facility Safety and Security Working Group, established under Executive Order (EO) 13650 – Improving Chemical Facility Safety and Security. The EO charges OSHA and other agencies to better address the prevention of explosions such as the one that occurred in West, Texas through new regulations, enforcement, and interagency cooperation. The Federal Action Plan published in a report to the President in FY 2014 commits OSHA to a number of guidance products and completion of the SBREFA review on PSM.

FY 2014

In FY 2014, OSHA continued work on both longstanding and complex rules, and new efforts to review and reform its regulatory process so that standards are up-to-date, effectively protect workers and minimize the burden on the public. Key rulemaking priorities included beryllium, combustible dust, crystalline silica, infectious diseases, recordkeeping modernization, walking/working surfaces and personal fall protection systems, confined spaces in construction, permissible exposure limits for chemicals, and handling worker retaliation complaints. In accordance with Executive Order 13563, OSHA worked toward the reduction of unnecessary burdens on employers by reviewing and modernizing its older standards through its Standards Improvement Project, as well as updating references to outdated consensus standards.

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As pointed out in the Government Accountability Office study, “Multiple Challenges Lengthen OSHA’s Standards Setting,” OSHA safety and health standards developed between 1981 and 2010 took an average of more than seven years to complete. OSHA issued five Final Rules (i.e., Subpart V--Electric Power Generation, Transmission and Distribution; Recordkeeping Conversion from the Standard Industrial Classification System to North American Industry Classification System; Crane Operator Certification, Recordkeeping Requirements for Power Presses; and Vertical Tandem Lifts) and two Notices of Proposed Rulemaking (i.e., Crane Operator Certification and Recordkeeping Modernization). It also initiated a SBREFA review for one rule (Infectious Diseases). OSHA issued an RFI on chemical management and Permissible Exposure Limits (PELs).

As a result of EO 13650, OSHA participated in several stakeholder meetings, issued an RFI for modernization of its PSM standard, chaired interagency meetings, and participated in developing White House mandated reports. OSHA conducted additional research in FY 2014 to obtain information on current and best industry practices and potential impacts of regulatory and non-regulatory alternatives. This has enabled the agency to take appropriate actions in FY 2015 to reduce risks to workers from catastrophic incidents involving hazardous chemicals.

OSHA issued 20 new guidance products in FY 2014, such as a quick card on firefighting precaution in facilities with combustible dust, a safer chemical tool kit, and a hazard communication wallet card.

SAFETY AND HEALTH STANDARDS

DETAILED WORKLOAD AND PERFORMANCE					
		2014		2015	2016
		Target	Result	Target	Target
Safety and Health Standards					
Strategic Goal 2 - Improve workplace safety and health					
Strategic Objective 2.1 - Secure safe and healthy workplaces, particularly in high-risk industries					
OSHA-STAN-01	Notices of Proposed Rulemaking	4	2	4	4
OSHA-STAN-02	Final rules	4	5	4	5
OSHA-STAN-03	Guidance/Informational Materials	20	20	20	27
OSHA-STAN-04	SBREFA Reviews	1	1	3	1

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

SAFETY AND HEALTH STANDARDS

In FY 2016, OSHA plans to conduct a significant amount of research and data gathering to develop a preliminary economic analysis that would allow OSHA to propose a PSM rule in 2017. In order to obtain a better idea of how specific provisions in the PSM revisions might prevent specific incidents, OSHA will review selected case files from the field and will conduct site visits to facilities potentially affected by the rule. Because of the number of industries potentially affected by this rule, OSHA expects to conduct a large number of site visits. In addition, OSHA will begin design and implementation of an industrywide survey. Both the survey and site visits will be used to gather essential information on baseline practices and on the structural, plant-specific and industry-specific factors that will affect the costs of complying with regulatory alternatives being considered for the proposed rule.

In FY 2016, OSHA projects that it will focus on issuing five final rules, including Crystalline Silica, which will be one of the most important OSHA final rules of the decade. OSHA will also publish four notices of proposed rulemaking on (e.g., Cranes and Derricks Amendments and GHS updates). OSHA plans to initiate a SBREFA review for one rule and produce 27 guidance products. Work will be done in FY 2016 to further rulemaking in 2017 on occupational exposure to infectious diseases, injury and illness programs, PSM, and ammonium nitrate.

SAFETY AND HEALTH STANDARDS

BUDGET ACTIVITY BY OBJECT CLASS (Dollars in Thousands)					
		2014	2015	2016	Diff. 2016 / 2015
11.1	Full-time permanent	9,539	8,906	9,492	586
11.3	Other than full-time permanent	19	19	19	0
11.5	Other personnel compensation	91	95	95	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	9,649	9,020	9,606	586
12.1	Civilian personnel benefits	2,566	2,896	3,073	177
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	189	205	238	33
22.0	Transportation of things	6	6	6	0
23.1	Rental payments to GSA	1,003	1,023	1,089	66
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	0	0	0	0
24.0	Printing and reproduction	280	280	280	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	3,328	3,476	5,279	1,803
25.3	Other goods and services from Federal sources 1/	2,754	2,878	3,472	594
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	50	50	56	6
31.0	Equipment	25	25	66	41
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	150	141	141	0
	Total	20,000	20,000	23,306	3,306
1/Other goods and services from Federal sources					
	Working Capital Fund	2,297	2,419	3,012	593
	DHS Services	28	29	29	0
	Services by Other Government Departments	429	430	431	1

SAFETY AND HEALTH STANDARDS

CHANGES IN 2016

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:	
Costs of pay adjustments	\$225
Personnel benefits	89
One day more of pay	0
Federal Employees' Compensation Act (FECA)	-20
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	36
Rental payments to others	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	-24
Working Capital Fund	549
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	1
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	\$856

Net Program	\$2,450
Direct FTE	3

	Estimate	FTE
Base	\$20,856	90
Program Increase	\$2,450	3
Program Decrease	\$0	0

FEDERAL ENFORCEMENT

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	2014	2015	2016	Diff. 2016 / 2015
Activity Appropriation	207,785	208,000	225,608	17,608
FTE	1,434	1,541	1,601	60

NOTE: FY 2014 reflects actual FTE. Authorized FTE for FY 2014 was 1,542.

Introduction

This 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). Compliance with the OSH Act is obtained by balancing both cooperative and enforcement components.

Wherever possible, the agency encourages and facilitates cooperation between employers and employees to promote safe and healthy workplaces. However, when necessary, OSHA conducts physical inspections of worksites and facilities, levying penalties and requiring abatement of hazards. OSHA accomplishes the latter through 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 (proactive, objective approaches to specific workplace hazards or high-hazard workplaces identified by researching injury/illness data and emerging threats).

OSHA enforcement supports President Obama's Second Term Management Agenda and its goal of effective, efficient government that works better, costs less, and supports economic growth. OSHA's mandate to assure America's workers have safe and healthy workplaces supports economic growth as workers who are injured are not productive, and their medical costs are a burden on both their families and the economy. The agency protects both individual workers and the common good when it dis-incentivizes endangering the health of workers. As noted in a 2012 study published in *Science* entitled "Randomized Government Safety Inspections Reduce Worker Injuries with no Detectable Job Loss," enforcement inspections result in safer workplaces and provide employers significant savings through reduced workers' compensation costs.

OSHA's FY 2016 request seeks to promote the 21st Century vision of the Department, which protects wage earners through improved working conditions using the latest technologies. Additionally, it supports DOL's strategic objective of ***securing safe and healthy workplaces, particularly in high-risk industries***, through strategically scheduled inspections and outreach in high-risk areas, in addition to mandated enforcement activity. OSHA's enforcement strategies target the most egregious and persistent violators through a combination of special enforcement programs and outreach initiatives. By reaching the most hazardous worksites, OSHA not only helps secure safe and healthy workplaces and reduce workplace injuries, illnesses, and deaths, but also protects the vulnerable workers who are disproportionately likely to work under hazardous conditions.

FEDERAL ENFORCEMENT

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2011	\$223,451	1,692
2012	\$207,754	1,583
2013	\$207,929	1,542
2014	\$207,785	1,542
2015	\$208,000	1,541

FY 2016

OSHA requests \$225,608,000 and 1,601 FTE for the Enforcement activity, an increase of \$17,608,000 and 60 FTE from the Enacted level. This includes a program increase of \$2,700,000 and 20 FTE to support the President's Executive Order (EO) 13650, "Improving Chemical Facility Safety and Security." It also includes an increase of \$6,700,000 and 40 FTE to manage the expected increase in investigations resulting from new reporting of hospitalizations and amputations.

In FY 2016, OSHA plans to conduct a total of 37,785 federal inspections – 29,943 safety inspections and 7,842 health inspections - an increase of 300 inspections from FY 2015. OSHA will continue its strong commitment and emphasis on the enforcement of occupational safety and health standards and regulations as an effective deterrent to employers who put their workers' lives at risk. The agency will build on current efforts to further its mission and priority performance goal to reduce workplace injuries, illnesses and fatalities through enforcement.

Enforcement Weighting Initiative

OSHA will continue its enforcement weighting initiative, which was first piloted in FY 2014 and continued in FY 2015. As the agency conducts more complex inspections, it is important to accurately capture the resources used to conduct such inspections. Therefore, OSHA has established a system that uses historical data to estimate "enforcement units" (EUs) for enforcement activities (e.g. process safety management inspections, musculoskeletal disorder inspections or activities resolved by OSHA's complaint resolution process). An OSHA enforcement activity, such as an inspection, fits into a specific category and is assigned a specific number of EUs. For example, a Process Safety Management (PSM) inspection will receive more EUs than a traditional safety inspection. The EUs vary for each enforcement activity based on the weighting resources used. OSHA will use the enforcement weighting system and EU estimates to better identify and track how resources are used to conduct a variety of enforcement activities and forecast the resources it will need for the future. It will also allow OSHA to account for and shift resources towards more complex hazards and provide greater protections to workers.

For FY 2016, with refined EU inspection count data and as OSHA perfects EU inspection count estimates, OSHA intends to increase its EU inspection estimates by 3,000 more than the FY 2015 EU inspection count. As noted in FY 2015, with EU inspection count increases, the

FEDERAL ENFORCEMENT

undifferentiated inspection goal will increase slightly if at all for future fiscal years. In fact, the undifferentiated inspection goal could decrease from the previous fiscal year, but the EU inspection count goal could increase, ensuring OSHA's resource use and impactful inspections keeping American workers safe and healthy on the job.

Chemical Facility Safety

As a co-chair of the Chemical Facility Safety and Security Working Group tasked with implementing the President's Executive Order (EO) 13650, "Improving Chemical Facility Safety and Security," OSHA along with other agencies, including the Department of Homeland Security and the Environmental Protection Agency (EPA), is working to identify and implement ways to enhance safety and security at chemical facilities, and improve response procedures when events occur. In light of the 2013 West Fertilizer catastrophe in West, TX, and the potential for other low frequency but high impact events, including those at PSM-covered chemical plants and refineries, OSHA is requesting funding for additional Compliance Safety and Health Officers (CSHOs) to conduct PSM inspections and staff in the Directorate of Enforcement Programs to assist with the research and support of highly technical abatement solutions for the anticipated increase in PSM workload. It is critical that OSHA has sufficient numbers of expertly trained inspectors in this area to maintain a high level of expertise. The CSHOs will conduct the labor intensive inspections of highly complex sites. Without the additional inspectorate resources, the agency would have to divert CSHO staff from other programmed inspections.

Reporting Hospitalizations and Amputations

In addition, to manage the expected increase in investigations resulting from OSHA's new rule that requires employers to report of hospitalizations and amputations, the agency is requesting resources to hire and train additional CSHOs who will be needed to ensure the abatement of hazards. The final rule requires employers to report work-related fatalities to OSHA within eight hours of the fatality and all work-related in-patient hospitalizations, as well as amputations and losses of an eye, to OSHA within 24 hours of the injury. Analysis of the final rule projects that 112,000 work-related hospitalizations and an additional 5,000 amputations not requiring hospitalizations occur each year nationwide. Given the magnitude of the increase, OSHA plans to handle a percentage of the reports through a process similar to the current policy regarding non-formal complaints. With this process, shortly after the hospitalization or injury, a CSHO will engage with the employer and if the incident meets certain criteria and the employer commits to abating the problem, the employer generally will not receive an on-site inspection. The employer will be required to report back to the local Federal OSHA area office measures taken to abate or correct the hazards reported. While the use of this non-formal process will help manage some of the increased workload resulting from new reports to the agency, it will not manage the entire workload increase. Without the additional 40 FTE, the agency will be forced to shift resources from programmed inspections to respond to the reports, limiting enforcement staff and presence in high hazard industries.

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Programmed Inspections and Emphasis Programs

In FY 2016, OSHA will rely on National, Regional and Local Emphasis Programs to direct enforcement resources at the most hazardous worksites and industries and to address emerging threats to worker safety. In addition, the agency will continue to use Corporate-Wide Settlement Agreements (CSAs) to abate hazards throughout the corporate structure of large employers who exhibit a pattern of non-compliance corporate-wide. The agency also will rely on the Severe Violators Enforcement Program (SVEP) in FY 2016 to target employers who have demonstrated recalcitrance or indifference to the OSH Act. These targeting efforts enable the agency to direct key resources based on the safety and health conditions of the workplace.

Responding to Workers' Voices

Responding to worker complaints will remain a priority for OSHA in 2016. OSHA will continue to enhance its complaint-based inspection system, improving the procedures for filing a complaint electronically and converting it to a formal complaint. Simplifying and enhancing the process by which complaints are received and analyzed is necessary in providing optimal protection to American workers and enhancing their voices, a key focus for the agency.

FY 2015

Total Inspections and Increased Focus on Health

OSHA plans to conduct a total of 37,485 federal inspections – 29,883 safety inspections and 7,602 health inspections - an increase of 1,322 inspections from FY 2014, which is due to the agency being able to perform inspections for a full year without the impact of a government shutdown. OSHA plans to shift its emphasis in enforcement to health inspections, which will help ensure health issues are increasingly being identified as significant sources of serious hazards to workers in America.

While health inspections are more resource and time intensive for OSHA, the agency plans to make this shift with the same inspector workforce while still increasing the total number of inspections from FY 2014. OSHA plans to do this by setting meaningful regional and national goals for the inspector workforce, and by maintaining its total CSHO workforce while hiring (in response to natural workforce attrition) additional health inspectors in FY 2015.

Enforcement Weighting Initiative

OSHA is working to perfect and mainstream a new metric, piloted in FY 2014, to account for effort and resource allocation that reflects the greater resources required by certain enforcement activities (i.e. inspections or investigations) such as, health inspections, PSM, and other complicated, but critical types of enforcement activities, require significantly more time than other, more routine inspections or investigations. Because this shift to complex inspections is occurring within a framework where the metric for success is total numbers of inspections, it is necessary to properly reflect the contribution of these complicated types of enforcement activities. As a result of this initiative, OSHA established a system that assigns “enforcement

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units” to enforcement activities (e.g. process safety management inspections or activities resolved by OSHA’s complaint resolution process).

At the end of FY 2014, the first EU count totaled 44,439. Using the enforcement results from the FY 2014 pilot and three years of enforcement data, OSHA put together a detailed enforcement weighting inspection plan for FY 2015. The agency intends to exceed the FY 2014 pilot total by 5,036 EUs in FY 2015, reaching a total of 49,475. To identify this number, OSHA used a three-year historical average to determine the EU estimates for FY 15, but the agency may need to adjust the weighting of the EUs as FY 2015 progresses.

This new initiative should enhance the traditional counting of only undifferentiated inspections. This will allow OSHA to account for and shift resources towards these complex hazards and provide greater protections to workers. Therefore, if the undifferentiated inspection goal is not met during FY 2015 or future fiscal years, OSHA can utilize the enforcement weighting initiative to better account for and justify resources used to address complex hazards and affecting a greater population of the workforce. Again, future fiscal year increases in EU inspection goals will likely slow the undifferentiated inspection goal increase or even keep the undifferentiated goal static; that is, OSHA may keep the traditional inspection count the same from fiscal year to fiscal year, but the enforcement unit inspection count would increase.

The Temporary Worker Initiative

OSHA is also planning to assure better protection to American workers by developing compliance assistance and enforcement guidance that is tailored to a rapidly changing workplace. One example of this is the agency’s initiative to develop a better understanding of those in the temporary worker industry.

Temporary workers represent a unique sector of the workforce, as shared areas of responsibility and often difficult communication/coordination challenges are created when workers are employed by one company, but managed by another. This challenge is further complicated because many temporary workers are low income and/or are not native speakers of English. This makes it less likely that these workers are aware of their rights under the OSH Act, or how to obtain redress when those rights are violated by one or both companies. This area of the economy has seen faster-than-average growth in employment in the last two years, meaning that the numbers of workers which may be exposed to risk in these complex scenarios is increasing.

To address this problem, OSHA has worked with the industry to gather information on the nature of the challenges these workers face; created and disseminated a best-practices document which will assist employers; developed coding and categories in its data collection which will allow a more careful and nuanced tracking of these cases going forward; and is in the process of developing guidance and training for OSHA compliance officers so that they are better informed and prepared to address the safety and health needs of this population. OSHA intends to continue developing all of these strategies in its approach to this issue throughout FY 2015.

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Programmed Inspections and Emphasis Programs

In FY 2015, OSHA will continue to expand its use of Emphasis Programs that target enforcement resources on the most hazardous worksites and industries. OSHA plans to continue, issue, or develop a number of Emphasis Programs throughout FY 2015 and FY 2016 to address and prioritize emerging threats to worker safety in critical high-risk workplaces/technologies. In addition the agency will use Corporate-Wide Settlement Agreements (CSAs) and the Severe Violators Enforcement Program (SVEP) will be important targeting tools in FY 2015. OSHA will use CSAs to correct and abate hazards of large employers who exhibit a pattern of hazards throughout their corporate structure. In addition, the SVEP will enable OSHA to target employers who have demonstrated recalcitrance or indifference to the OSH Act. It is critical to use these targeting tools because, with the elimination of the OSHA Data Initiative (ODI), OSHA will be conducting approximately 1,000 fewer Site Specific Targeting (SST) inspections in FY 2015 compared to FY 2014.

Responding to Workers' Voices

Another key to protecting the American workforce, which OSHA will emphasize in FY 2015, is being as accessible and responsive as possible to worker complaints. To this end, OSHA is working to make its complaint-based inspection system increasingly responsive and efficient. In FY 2015, OSHA will focus on electronic (Internet-based) complaints, including a method to turn an e-complaint into a formal complaint with an electronic signature function. This will increase the likelihood that a complaint reported over the Internet will be able to be evaluated thoroughly for validity and turned into a formal on-site inspection, if needed. Simplifying and enhancing the process by which complaints are received and analyzed is necessary in providing optimal protection to American workers and enhancing their voices, a key focus for the agency.

FY 2014

In FY 2014, OSHA conducted a total of 36,163 federal inspections – 29,345 safety inspections, and 6,818 health inspections – reflecting the implementation of OSHA’s new weighted inspection system and impact of the sequestration on hiring.

Inspection Weighting System Pilot

With the agency now in its fifth decade, OSHA was at a crossroads concerning how it will direct its enforcement resources. OSHA always operated under the assumption that “more inspections are better” as the more establishments inspected, the greater OSHA’s presence, and hence the greater the agency’s impact. Consequently, there has always been pressure on the agency to conduct more inspections than it did in the previous years. The problem with this model is that not all inspections are created equal as some inspections take more time and resources to complete than the average or typical OSHA inspection, such as those dealing with PSM, ergonomics, complicated electrical and machine guarding, or industrial hygiene inspections dealing with unknown or unique chemicals. The agency has never really accounted for the resource needs of these types of inspections in its enforcement strategy. For FY 2014, on average, a safety inspection took 21 hours and a health inspection took 43 hours from start to

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finish. An ergonomics inspection can take hundreds of hours and a PSM inspection of an oil refinery can take over 1,000 hours from start to finish. With the burden to conduct more and more inspections with possibly fewer resources over the next several years, field personnel continued to find themselves forced to conduct less time-intensive, shorter inspections, such as multiple employer construction sites, rather than the more complicated inspections.

It is important to encourage enforcement staff to pursue more resource and time-intensive inspections for several reasons. As a compliance officer is deployed to conduct a PSM inspection, musculoskeletal disorder inspection, or industrial hygiene inspection, the agency will see a more effective application of its limited resources. Novel hazards, such as workplace violence, are important to pursue to put the employer and employee communities on notice that these are hazards that OSHA takes seriously. Complex or resource-intensive significant or egregious cases are also important because they leverage the agency's resources by sending a message that OSHA will not tolerate putting workers in danger.

In FY 2014, OSHA piloted an inspection weighting system, which enabled the agency to effectively target resources at complex inspections (e.g., PSM). The agency analyzed all data for the past three years in an effort to enhance the current system of counting only raw numbers of undifferentiated inspections while continuing to secure safe and healthy workplaces, particularly in high-risk industries. Using the new system of "enforcement units" assigned to enforcement activities based on the resources used, at the end of FY 2014, OSHA estimated the first EU count to be 44,439.

Targeting

In FY 2014, to achieve its goal of reducing workplace injuries, illnesses, and fatalities, OSHA focused enforcement resources on the most hazardous worksites with the aid of National and Local Emphasis Programs and other targeting strategies. Although OSHA Data Initiative (ODI) has been eliminated, OSHA conducted 1,780 SST inspections in FY 2014, which is approximately the same number of SST inspections that were conducted in FY 2013. These establishments were selected using data from the 2010 and 2012 collections (i.e., CY 2009 and 2011 data). Approximately 800 SST inspections will be conducted in FY 2015 using the same data for selection.

These targeting mechanisms allow OSHA to direct resources and to determine areas of focus based on the safety and health conditions of the workplace. Inspections conducted under targeting schemes are programmed inspections while un-programmed inspections include fatality, catastrophe, imminent danger, complaint, and referral inspections. OSHA is statutorily obligated to conduct un-programmed inspections and monitors this activity through outcome measures such as: percent of inspections of fatalities or catastrophes initiated within one business day of notification; and percent of worker complaints that have an inquiry initiated within one working day or an onsite inspection initiated within five working days.

OSHA used National and Local Emphasis Programs to direct enforcement resources in FY 2014. These inspections contribute to reducing fatalities by targeting high-hazard industries or hazards resulting in death or severe injury/illness. There are approximately 140 Local Emphasis

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Programs (LEPs) nationwide. LEPs are developed by regional and area offices to address specific hazards unique to their geographic locations. For example, Region I has an LEP for the fish processing industry; Region 4 has an LEP for high noise industries, such as stone products, saw mills, plastic products, etc.; and Regions V, VI, VII and VIII have emphasis programs in the grain handling industry, which has seen a recent spike in fatalities. The agency currently has 12 National Emphasis Programs (NEPs) in effect, addressing nursing homes, trenching hazards, amputations, crystalline silica, lead, combustible dust, hexavalent chromium, primary metals, shipbreaking, PSM-covered chemical facilities and refineries, and federal agencies. Note, although the refinery NEP is still in effect, inspections of all refineries under federal OSHA jurisdiction have been completed and there were no inspections programmed for FY 2014. These NEPs enhance worker safety and support both the outcome goal of securing safe and healthy workplaces, and the performance outcome goals of decreasing the fatality rate associated with the four leading causes of workplace fatalities in general industry and construction.

OSHA developed one additional health NEP that was effective beginning in the third quarter of FY 2013: the Isocyanates NEP combines the efforts of enforcement and outreach to raise the awareness of employers, workers, and safety and health professionals about serious health conditions such as occupational asthma, hypersensitivity pneumonitis, and dermatitis. An estimated 11 million workers in a broad range of industries and occupations are exposed to at least one of the numerous isocyanates known to be associated with occupational asthma. Occupational factors are associated with 15-23 percent of all adult-onset asthma cases in the United States. This NEP sets forth a site-selection system, targeting multiple industries that will focus on reducing inhalation and dermal exposures to isocyanates. To date, over 100 inspections have been conducted. In addition, OSHA conducted outreach activities that include providing copies of the NEP and making presentations to stakeholders and conducting OSHA on-site consultation visits.

In FY 2014, OSHA's SVEP continued to focus on severe violators of the OSH Act. The SVEP is instrumental in achieving the strategic goal of ***securing safe and healthy workplaces, particularly in high-risk industries.*** It also is critical to meeting the Department's strategies for evaluating enforcement programs in worker protection agencies.

In construction, the agency utilized a combination of the targeting reports, NEPs and LEPs to target high-risk worksites. This targeting effort is designed to focus on the four leading causes of workplace deaths and those where the most serious injuries and illnesses are expected to occur. Many of the regional offices used inspection resources on fall protection via ongoing Regional Emphasis Programs (REPs). The agency published its Cranes' Compliance Directive to further support inspection activity and enforcement of the recently published final Subpart CC Cranes and Derricks standard. The agency published its final Confined Spaces in Construction standard in the Spring of 2012 and began enforcement in FY 2013. Overall, the agency targeted over 50 percent of its inspection activities and resources on the construction industry to meet the goal of ***securing safe and healthy workplaces, particularly in high-risk industries.***

In support of the Strategic Goal 2.1, to ***secure safe and healthy workplaces, particularly in high-risk industries,*** OSHA increased the use of CSAs in FY 2014. CSAs address safety and/or health hazards that exist at more than one location of a given employer. The revised CSA

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directive, effective June 2011, is part of the agency's emphasis on using corporate-wide or enterprise-wide settlement agreements as part of its strategy for leveraging limited resources to accomplish the broadest possible compliance. This guidance is an effective tool to secure worker safety and health protections and will support the Department's Strategic Plan outcome to remove several hundred thousand employees from workplace hazards. Through an employer's formal agreement to abate serious hazards at multiple facilities, CSAs are an improvement over traditional enforcement measures that could take much longer. The expanded use of CSAs enabled OSHA to leverage its limited resources to meet the Department's strategy of achieving the broadest possible compliance, and improving innovation in its worker protection agencies' enforcement programs.

Federal Agency Initiatives

In FY 2014, OSHA implemented a new recordkeeping initiative in the federal agency sector, which provided increased efficiency and effectiveness. Federal agencies began reporting their establishments' injury and illness records electronically to the Department of Labor. This created a pool of data allowing OSHA to target its enforcement efforts more precisely with regard to its mandate to provide protection to the federal workforce equivalent to that which the private-sector workforce receives.

In FY 2014, OSHA maintained its focus on improving safety and health in the federal sector. OSHA conducted its inspection activity in federal workplaces through Federal Agency Targeting Inspection Program (FEDTARG). FEDTARG is a nationwide targeting program that uses programmed inspections to focus on specific federal agency worksites that experience a high number of lost-time cases. FEDTARG is intended for those workplaces staffed by federal employees or by contractors whose work is supervised on a day-to-day basis by federal agency personnel, and supports the outcome goal of securing safe and healthy workplaces. OSHA found that successful targeting and meaningful program evaluation for the existing FEDTARG was very difficult because of the lack of quality, relevant data. A study performed by a contractor confirmed this finding, as well as stating that the new recordkeeping change represents a substantial improvement in all respects. Once this new system is in place, both the effectiveness of FEDTARG and the quality of the evaluations done on the program are expected to improve.

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DETAILED WORKLOAD AND PERFORMANCE					
		2014	2015	2016	
		Target	Result	Target	Target
Federal Enforcement					
Strategic Goal 2 - Improve workplace safety and health					
Strategic Objective 2.1 - Secure safe and healthy workplaces, particularly in high-risk industries					
Federal Compliance Inspections					
OSHA-FCI-01op	Safety Inspections	30,108	29,345	29,883	29,943
OSHA-FCI-02op	Health Inspections	7,527	6,818	7,602	7,842
OSHA-FCI-04op	Construction Inspections	20,322	18,221	20,225	21,508
OSHA-FCI-05	Federal Agency Inspections	538	843	563	569
OSHA-FCI-06	LEP/NEP Inspections	25,850	27,865	26,393	27,005
OSHA-FCI-07	Phone and Fax non-formal investigations	--	--	17,709	67,709
OSHA-PG-01op	Construction fatality rate decrease from baseline (Rate is deaths per 100,000 workers).	8.6	8.3	8.6	8.6
OSHA-PG-02op	General industry fatality rate decrease from baseline (Rate is deaths per 100,000 workers).	0.9	0.9	0.9	0.9
OSHA-PG-03op	Federal Agency total case rate for injuries and illnesses	2.48	2.48	2.48	2.48

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DETAILED WORKLOAD AND PERFORMANCE					
		2014		2015	2016
		Target	Result	Target	Target
OSHA-PG-04op	Federal Agency lost time case rate for injuries and illnesses	1.19	1.19	1.19	1.19
OSHA-SST-02	Site Specific Targeting (SST)	1,780	1,780	775	0
Strategic Goal 3 - Promote fair and high quality work-life environments					
Strategic Objective 3.2 - Protect workers' rights					
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%	95%	95%	95%

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

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OSHA will continue its strong commitment and emphasis on the enforcement of standards and regulations that serve as an effective deterrent to employers who put their workers' lives at risk. The agency plans to build on current efforts to further achieve its priority of reducing workplace injuries, illnesses and fatalities through enforcement. In FY 2014, OSHA completed a total of 36,163 federal inspections (29,345 safety inspections and 6,818 health inspections). This reflects the lingering impact of the FY 2013 sequestration and government shutdown at the beginning of FY 2014.

OSHA expects to carry out 37,485 inspections (29,883 safety inspections and 7,602 inspections) in FY 2015. The increased number of inspections, both safety and health, is due to the agency being able to perform inspections for a full year without the impact of a two-week government shutdown. The agency is continuing an aggressive hiring and training effort to increase the CSHO staff.

In FY 2016, 300 additional inspections will be performed with the FTE increase of 18 for new CSHOs. In FY 2016, OSHA estimates conducting 37,785 inspections – 29,943 safety inspections and 7,842 health inspections. This increase also reflects the agency's shift in emphasis from safety inspections to health inspections.

The agency's FY 2016 funding request of \$2,700,000 and 20 FTE would result in an increase in NEP inspections and support the President's Executive Order (EO) 13650, "Improving Chemical Facility Safety and Security," enacted following the 2013 West Fertilizer catastrophe in West, TX. It also supports the Department of Labor's Strategic Objective 2.1, "Secure safe and healthy workplaces, particularly in high-risk industries." The request includes funding to support 18 CSHOs, which would allow OSHA to conduct more resource-intensive inspections under the chemical facilities NEP and proposed re-invigorated refinery NEP. Without the additional inspection resources, the agency would conduct 103 fewer inspections by diverting CSHO resources from other programmed inspections and industries. The request also includes two FTE at for Enforcement Programs to help with the research and support of highly technical abatement solutions for the anticipated increase in PSM workload.

The agency's FY 2016 request for \$6,700,000 and 40 FTE will enable OSHA to implement a new requirement for employers to report fatalities, hospitalizations and amputations. As a result of the new reporting requirements, OSHA estimates an additional 50,000 reports a year that will require a response and follow-up. OSHA estimated 123 to 246 CSHOs would be required to conduct the investigations necessary to respond to each report. The agency is basing its calculation at the lower end of the range, projecting the need for 123 additional CSHOs. However, given the anticipated hiring challenges and need to ensure new compliance officer staff are appropriately trained, 40 new compliance officer staff are requested in FY 2016, with the remainder to be requested the following fiscal year. The additional 40 CSHOs would enable OSHA to informally investigate employers that report in-patient hospitalizations and amputations as the new rule is implemented. On average, a non-formal complaint takes a CSHO three hours to complete, so an additional 150,000 hours of CSHO time is needed for the anticipated minimum of 50,000 new non-formal complaints. OSHA expects the increased

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number of reports will generate more safety inspections than health inspections for the agency conduct. Therefore, OSHA expects a smaller increase in the percentage of health inspections.

To better target interventions and initiatives, the agency analyzes data on workplace safety and health. In FY 2014, OSHA utilized the following targeted programs to reduce workplace injuries, illnesses, and fatalities: Site Specific Targeting Program (SST); National and Local Emphasis Programs (NEPs and LEPs); the Severe Violators Enforcement Program (SVEP); and Corporate/Enterprise-Wide Settlement Agreements (CSAs).

OSHA utilized SSTs to target individual establishments in the general industry field with particularly high injury or illness rates. By the end of FY 2014, OSHA conducted 1,780 SST program inspections, many of which were conducted to complete a study on the effectiveness of the SST program. The SST program will be phased out by FY 2016 and replaced with other targeting methods and initiatives. OSHA's NEPs and LEPs target high-hazard industries and also the particular types of hazards that lead to severe illnesses, injuries, or death. The agency continues to work with a number of ongoing NEPs (such as hexavalent chromium, amputations, trenching, and isocyanates). In FY 2016, the agency plans to expand NEPs and LEPs to target additional hazards to workers. OSHA plans to conduct 27,005 emphasis program inspections, an increase of 612 inspections from the FY 2015 target and of 1,155 inspections from the FY 2014 target.

The SVEP increases the focus on the most severe violators, leveraging enforcement actions to minimize those workplace hazards most likely to lead to injuries, illnesses, and death. Employees benefit from the focus on abatement of serious workplace hazards (such as those measured in OSHA's Operating Plan, e.g., hazards associated with illness and amputations). As of September 30, 2014, OSHA's Regions reported 437 SVEP cases, 263 (60 percent) of which are in construction. The agency also conducted 128 follow-up inspections and attempted 117 follow-ups. Twenty-three general-industry related inspections resulting from referrals from ten SVEP cases were also conducted.

CSAs are an enforcement tool used when an employer is found to have a significant pattern of non-compliance with the OSH Act across multiple locations. This wider-ranging abatement program maximizes performance measures, such as the total number of employees removed from workplace hazards. In FY 2014, there were 16 active CSAs, of which 14 are national in scope and two are regional. CSA-related activities vary on a case-by-case basis and depend upon the terms of the CSA. 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.

Construction employment poses a greater risk to worker safety and health. An analysis in 2010 indicated that construction accounted for seven percent of employment but 17 percent of fatalities. In FY 2014, the agency conducted 18,221 construction inspections. OSHA expects the number of inspections to increase to 20,225 inspections in FY 2015, and to 21,508 inspections in FY 2016. The agency has also designed its C-Target program to establish OSHA's presence throughout the construction industry, primarily through inspection of construction job sites with multiple contractors.

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BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		2014	2015	2016	Diff. 2016 / 2015
11.1	Full-time permanent	122,691	124,371	132,286	7,915
11.3	Other than full-time permanent	577	577	577	0
11.5	Other personnel compensation	2,135	1,946	1,946	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	125,403	126,894	134,809	7,915
12.1	Civilian personnel benefits	37,978	38,069	40,555	2,486
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	8,319	7,383	7,553	170
22.0	Transportation of things	16	16	16	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	6,850	7,055	7,741	686
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	1,851	1,851	1,851	0
24.0	Printing and reproduction	34	34	34	0
25.1	Advisory and assistance services	800	800	800	0
25.2	Other services from non-Federal sources	2,949	2,449	4,290	1,841
25.3	Other goods and services from Federal sources 1/	18,599	18,962	21,574	2,612
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	1,540	1,541	2,843	1,302
26.0	Supplies and materials	1,084	1,084	1,156	72
31.0	Equipment	2,362	1,862	2,386	524
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	207,785	208,000	225,608	17,608
	1/Other goods and services from Federal sources				
	Working Capital Fund	15,817	16,667	19,279	2,612
	DHS Services	419	432	432	0
	Services by Other Government Departments	2,363	1,863	1,863	0

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CHANGES IN 2016

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:	
Costs of pay adjustments	\$2,773
Personnel benefits	991
One day more of pay	0
Federal Employees' Compensation Act (FECA)	-47
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	560
Rental payments to others	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	2,486
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	1,302
Supplies and materials	0
Equipment	143
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0
Built-Ins Subtotal	\$8,208

Net Program	\$9,400
Direct FTE	60

	Estimate	FTE
Base	\$216,208	1,541
Program Increase	\$9,400	60
Program Decrease	\$0	0

WHISTLEBLOWER PROGRAMS

BUDGET AUTHORITY BEFORE THE COMMITTEE (Dollars in Thousands)				
	2014	2015	2016	Diff. 2016 / 2015
Activity Appropriation	17,000	17,500	22,628	5,128
FTE	116	135	157	22

NOTE: FY 2014 reflects actual FTE. Authorized FTE for FY 2014 was 131.

Introduction

This activity supports enforcement of 22 whistleblower protection statutes, including Section 11(c) of the Occupational Safety and Health Act of 1970 (OSH Act), which prohibits any person from discharging or in any manner retaliating against any employee because the employee has exercised rights under the OSH Act. The whistleblower protection statutes administered by OSHA protect employees who report violations of various airline, commercial motor carrier, consumer product, food safety, environmental, financial reform, health care reform, nuclear, pipeline, public transportation agency, railroad, maritime, automotive manufacturing, and securities laws.

Effective enforcement of these laws supports the President's Management Agenda and its goal of effective, efficient government that works better, costs less and supports economic growth. The requested increase in Whistleblower Protection Programs in FY 2016 will enhance program effectiveness, enabling the agency to more quickly and effectively handle the influx of new whistleblower complaints that OSHA expects to receive in FY 2016 and beyond. The FY 2016 request seeks to promote the 21st Century vision of the Department, which protects wage earners through improved working conditions and by using the latest technologies to distribute information. It also supports the Department's Strategic Objectives of securing safe and healthy workplaces, particularly in high-risk industries, and protecting workers' rights.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2011	\$0	0
2012	\$15,873	119
2013	\$15,043	115
2014	\$17,000	131
2015	\$17,500	135

FY 2016

In FY 2016, the whistleblower budget activity requests \$22,628,000 and 157 FTE, an increase of \$5,128,000 and 22 FTE over the FY 2015 Enacted level. This includes a net program increase of \$3,402,000 for: 10 FTE for field Investigators to address increased workload in FY 2016; 7 FTE for Investigative Assistants to reduce the administrative burden on whistleblower Investigators and supervisors and improve case processing efficiency; and 5 FTE to handle training and program management activities including statistical analysis, IT development, and auditing functions.

WHISTLEBLOWER PROGRAMS

Over the past few years, OSHA has made great strides in improving its Whistleblower Protection Program and will utilize requested funds to build on those successes. OSHA will use the resources for 10 additional field staff to further bolster its investigative activities. As the volume of new complaints continues to increase each year, OSHA needs more field Investigators to keep up with the growing demand for whistleblower investigations. For example, from FY 2013 to FY 2014, the number of complaints received increased by 27 percent, from 5,842 to 7,399, which is partially attributable to the popularity of the new online complaint form that OSHA launched in the first quarter of FY 2014.

To assist with the program's large and growing volume of administrative work, OSHA also requests seven FTE for Investigative Assistant positions. These additional resources would significantly alleviate the administrative burden that is currently shouldered by the regions' whistleblower Investigators, first-line supervisors, and Assistant Regional Administrators (ARAs) who currently must conduct routine administrative work *in addition* to handling their caseloads. Specifically, OSHA needs new resources to better handle the administrative tasks that accompany each complaint and public inquiry that OSHA receives, including processing correspondence, screening new complaints, and compiling responses to information requests. In FY 2014, the agency piloted the use of an Investigative Assistant to implement process improvements. The Assistant conducted more than 150 administrative closures and more than 30 "docket/dismiss" cases, resulting in a significant workload reduction for field Investigators and freeing them up to conduct investigations.

An additional FTE is being requested in FY 2016 to enhance whistleblower training. OSHA recently revised its Whistleblower Investigation Training and Education Directive to ensure that OSHA's Whistleblower Program is conducted consistently for all 22 covered statutes across the country. The program requires a three year training plan for Whistleblower Investigators. Currently there are approximately 14 weeks of classes needed to support the Whistleblower Investigator's trainer needs. As new courses are developed in response to the revised Directive, there will be a need for an additional 30 weeks of classes to support the addition of four new courses. Without the additional dedicated training FTE, the agency cannot realistically deliver the required training to Investigators as outlined in the three year training plan. In addition to conducting training, the instructor will also be responsible for the development of new courses and the redesign of existing courses and webinars.

An additional four FTE for program management will enable the agency to effectively manage its growing caseload of whistleblower complaints pending investigation, allowing OSHA to assure that investigations are completed in a timely fashion without sacrificing investigation quality. These resources will also allow OSHA to complete the organization of the Directorate of Whistleblower Protection Programs (DWPP), specifically, the customization of the operational branches to enhance the process-flow of the Directorate, as well as establish subject-matter experts (SMEs) to improve support provided to the regions. Finally, OSHA will continue to oversee the Whistleblower Protection Advisory Committee (WPAC), which actively engages stakeholders to discuss whistleblower-related trends and emerging issues, as well as the effectiveness of the agency's Whistleblower Protection Programs.

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The agency also needs stronger whistleblower data, and more robust analysis of this data, to more effectively and efficiently utilize whistleblower resources. OSHA has worked extensively to improve the functionality of the whistleblower database, but existing resources have not permitted improvements to its statistical utility. As the program's investigative staff expands, the importance of audit activities to monitor the quality of the agency's whistleblower investigations will grow as well. Audits of whistleblower activities provide OSHA with critical, detailed information on the investigative program's strengths, weaknesses, and potential vulnerabilities, which helps the agency to more effectively marshal its resources and continually refine its policies and procedures. Additionally, audit results inform OSHA's efforts to develop new training materials and tools for whistleblower managers and investigators in the field. Evaluating the performance of the program's investigative functions will be essential to ensuring that OSHA does not sacrifice quality in its efforts to keep up with workers' growing need for investigations in FY 2016 and beyond.

The FY 2016 request also positions the agency to fund the development of web-based applications to provide information to the public about the 22 statutes administered by OSHA, and to lead complainants through an interactive process for filing a complaint. The applications will provide: critical information in a format that will be easily understood by vulnerable workers about their rights; a step-by-step interactive process for filing a complaint; various statutory requirements on coverage and timing; and easy to understand information about the process for investigation and full consideration of a complaint. The funds will also be used to develop software applications that would be used by agency whistleblower Investigators on mobile devices and personal computers to more accurately capture data needed to comprehensively investigate complaints. The software applications will enable the agency to replace its current whistleblower database with a modern, consolidated enterprise and an online complaint form that will allow the public to submit from the Internet. Finally, the software applications will be developed to work with the Department's plans for: a data warehouse and data mining, analytic tools for understanding trends in complaints; and to develop predictive modeling of where the agency should best invest its whistleblower program resources.

FY 2015

OSHA will continue to build upon process improvement successes in FY 2015. The agency expects to receive an additional 3,000 new cases, while closing out 3,050 cases awaiting completion. Using the additional resources that it received in FY 2014 and FY 2015, OSHA will further bolster its investigative activities by hiring FTE and in particular by completing the expansion of its regional management plan which dedicates an Assistant Regional Administrator (ARA) to oversee each regional whistleblower program. Expanding this management plan will allow regions to improve investigation quality, efficiency, and effectiveness, and nation-wide implementation of the plan is essential for OSHA to keep up with investigative demand, which continues to rise year after year. Though OSHA cannot control the volume of complaints it receives, the investigative efficiencies created by this management plan will be necessary if the program is to stay ahead of incoming complaints and further reduce the backlog of pending investigations without sacrificing investigation quality.

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Although limited new resources have been provided to support them, OSHA plans to move forward with internal improvement initiatives that it launched in FY 2014. First, OSHA will continue its efforts to expand the availability of its alternative dispute resolution (ADR) program, which was previously piloted in two regional programs. Given the success of the pilot program, OSHA is confident that expansion of the ADR program to additional regions will allow many more whistleblower customers to resolve their disputes through voluntary settlement agreements, which will further assist regional case flow. Additionally, OSHA will continue strengthening its basic whistleblower training offerings by designing and developing new courses and curriculum in FY 2015, which is key to OSHA's efforts to assure quality and consistent whistleblower investigations for years to come.

DWPP will also continue its efforts to improve its support of regional investigative activities to the extent that resource levels allow. Building on improvements made over the past three years, OSHA will further develop the functionality of the whistleblower database to better capture investigative activity and produce meaningful case management reports. Additionally, OSHA will continue working to develop a national quality assurance program to reinforce the agency's existing audit activities of the whistleblower program. Finally, OSHA will revise and update guidance materials and publish new procedural regulations to promote consistent application of policies and practices across all regions.

FY 2014

In FY 2014, the agency continued to improve upon its efficiency in processing whistleblower cases and completing investigations. In December 2013, OSHA launched a new Online Whistleblower Complaint Form that provides an additional avenue for employees to file complaints. This new avenue proved to be extremely popular with the public. From December 2013 to the end of the fiscal year, OSHA received approximately 3,000 online complaints, which accounted for approximately 40 percent of all new complaints received during FY 2014. The agency also expanded its successful ARA management plan to two additional regions in FY 2014 and has plans to expand to six more regions in FY 2015. This expansion will continue to improve investigation quality and effectiveness, as well as case-flow efficiency. In addition, the OSHA Training Institute began the development of four new courses as part of a comprehensive, dedicated training track for whistleblower Investigators. These new courses will supplement the basic training provided to new Investigators by focusing on the complexity of specific whistleblower statutes enforced by OSHA. Also during 2014, the WPAC continued to meet and advise OSHA on the Whistleblower Protection Programs' effectiveness. WPAC discussed a wide variety of issues, including incentive programs, whistleblower issues specific to the transportation industry, and deficiencies in Section 11(c) of the Occupational Safety and Health Act. The committee also made several recommendations to OSHA, which included recommendations related to training, the use of punitive damages, and improving consistency.

With the additional FTE allocated to the Whistleblower Protection Programs in FY 2014, OSHA continued to address the increase in whistleblower complaints and reduce the backlog of whistleblower ongoing investigations; expedited the handling of current complaints received by the agency; and prepared for an expected high volume of complex cases resulting from recently passed laws involving health care reform, food and safety, and finance reform. OSHA is

WHISTLEBLOWER PROGRAMS

working continuously to reduce the number of complaints pending resolution - the number dropped from 2,402 at the end of FY 2013 to 2,329 at the end of FY 2014.

OSHA also drafted or revised several regulations for publication in FY 2014, including: Final Rule, 29 CFR Part 1982, Procedures for the Handling of Retaliation Complaints under the National Transit Systems Security Act and the Federal Railroad Safety Act (NTSSA/FRSA); Interim Final Rule, 29 CFR Part 1985, Procedures for Handling Retaliation Complaints Under the Employee Protection Provision of the Consumer Financial Protection Act of 2010 (CFPA); Interim Final Rule, 29 CFR Part 1987, Procedures for Handling Retaliation Complaints Under Section 402 of the FDA Food Safety Modernization Act (FSMA); Final Rule, 29 CFR Part 1980, Procedures for the Handling of Retaliation Complaints under Section 806 of the Sarbanes Oxley Act (SOX); Final Rule, 29 CFR Part 1984, Procedures for the Handling of Retaliation Complaints under Section 1558 of the Affordable Care Act (ACA); and Final Rule, 29 CFR Part 1986, Procedures for the Handling of Discrimination Complaints under the Employee Protection Provision of the Seaman's Protection Act (SPA).

WHISTLEBLOWER PROGRAMS

DETAILED WORKLOAD AND PERFORMANCE					
		2014	2015	2016	
		Target	Result	Target	Target
Whistleblower Programs					
Strategic Goal 3 - Promote fair and high quality work-life environments					
Strategic Objective 3.2 - Protect workers' rights					
OSHA-WB-09op	Average age of pending whistleblower investigations.	[base]	372	365	360
OSHA-WB-10op	Average days to complete new complaint screening process.	[base]	14.0	20.0	17.0
OSHA-WB-01	Whistleblower investigations completed	2,900	3,144	3,050	3,150
A	Section 11(c) of the Occupational Safety and Health Act	1,650	1,793	1,739	1,796
B	Asbestos Hazard Emergency Response Act and International Safe Container Act	4	2	2	2
C	Environmental Laws: (CAA, CERCLA, FWPCA, SDWA, SWDA, TSCA)	61	56	61	63
D	Energy Reorganization Act	61	61	61	63
E	Surface Transportation Assistance Act	315	425	408	421
F	Wendell H. Ford Aviation Investment and Reform Act for the 21st Century	75	94	90	92
G	Corporate and Criminal Fraud Accountability Act, Title VIII of the Sarbanes Oxley Act	246	171	164	168
H	Pipeline Safety Improvement Act	6	7	6	7
I	Federal Railroad Safety Act	325	393	392	404

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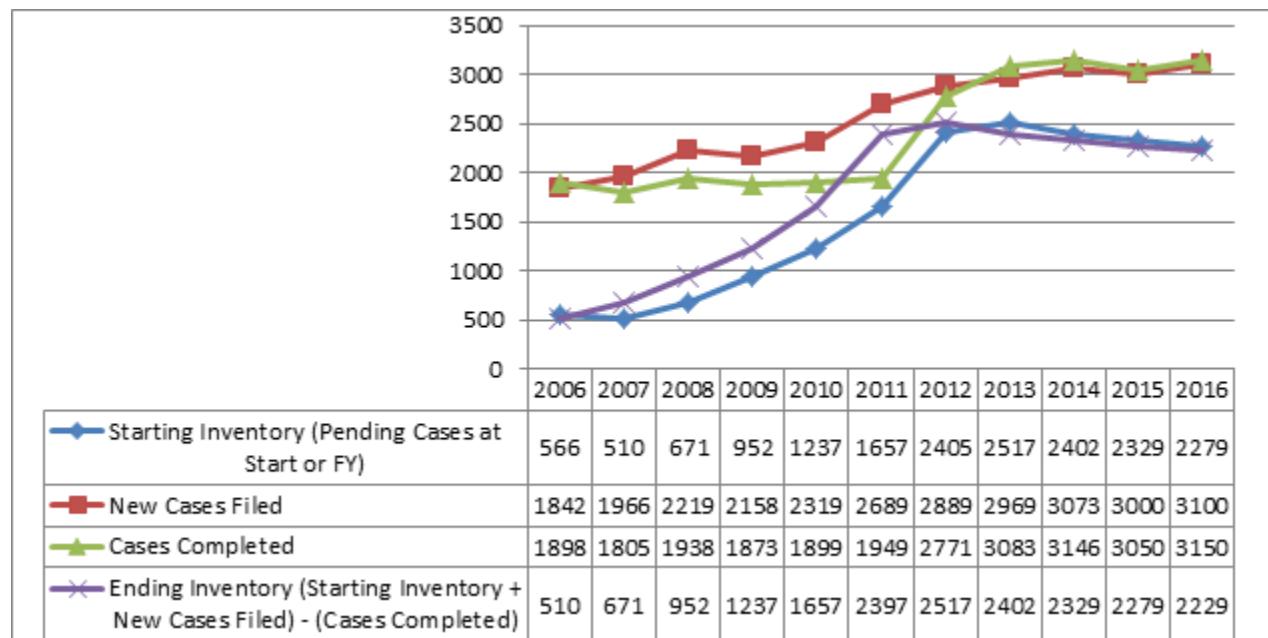
DETAILED WORKLOAD AND PERFORMANCE						
		2014		2015	2016	
		Target	Result	Target	Target	
J	National Transit Systems Security Act	25	20	18	20	
K	Consumer Product Safety Improvement Act	3	4	3	4	
L	Affordable Care Act	30	25	20	21	
M	Seaman's Protection Act	20	9	7	8	
N	Food Safety Modernization Act	40	47	44	45	
O	Consumer Financial Protection Act	40	34	30	31	
P	Moving Ahead for Progress in the 21st Century Act (MAP-21)	5	5	5	5	

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

WHISTLEBLOWER PROGRAMS

OSHA's Whistleblower Protection Programs is entirely complaint-driven. The agency cannot control the number of new complaints that it receives each year. Over the past nine fiscal years, the number of new whistleblower complaints filed with OSHA has grown steadily. OSHA anticipates that the volume of incoming whistleblower complaints will continue to increase, in part because the agency's recent customer service initiatives have made it easier for workers to report alleged retaliation by their employers. For example, the agency implemented an online form for whistleblower complaints in December 2013, which increased the number of incoming complaints received by the agency. OSHA anticipates that this filing option will contribute to continued growth in the number of new docketed whistleblower complaints received each year.

In 2014, 3,073 new docketed^[1] complaints were processed for investigation, compared to just 1,842 docketed in FY 2006. For FY 2015, OSHA estimates that it will receive approximately 3,000 new docketed complaints. Based on current data trends, OSHA expects to receive an additional 3,100 docketed complaints in FY 2016. OSHA also receives several thousand complaints and inquiries each year (over 4,245 in FY 2014) that are not appropriate for investigation, but must be nonetheless screened, processed, and referred to other agencies as appropriate. As a result, OSHA's whistleblower Supervisors and Investigators have seen a substantial increase in their workloads.



OSHA revised its previously identified performance measures and added two new performance measures in FY 2014 that will measure the Whistleblower Protection Programs' efficiency in FY 2015 and beyond. The agency believes that by addressing the average days of pending investigations and of newly-received complaints in the screening phase, it can better manage the timeliness issues presented in the former performance measures. OSHA established a baseline for these measures in FY 2014 and established small reductions in FY 2015 and FY 2016. Additional funding will be used to hire and train new investigative staff to enable OSHA to meet targets under its new performance measures. With additional staff, OSHA will be able

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complete more investigations, reducing the average age of pending investigations, and screen complaints, reducing the average days to complete the screening process. In particular, Investigative Assistants will improve timeliness by freeing up Investigators to conduct investigations in a more efficient manner.

Investigators added in FY 2014 and FY 2015 and those requested in FY 2016 will still be completing introductory training and will not yet be carrying full caseloads. Moreover, as OSHA completes its expansion of its new regional management plan in FY 2015, promotion of current Investigators into management positions will create Investigator vacancies that will need to be filled with new, untrained Investigators, causing a temporary strain on productivity. The time required to develop new whistleblower staff coupled with the reduction of the backlog for cases pending investigation in FY 2014 are predicted to result in a slight decrease in completed investigations for FY 2015. OSHA estimates that it will be able to complete 3,150 whistleblower investigations in FY 2016. Therefore, productivity gains from the addition of new investigative staff will not be fully realized until FY 2017 and beyond.

OSHA's estimate also takes into account that adding seven Investigative Assistants to regions and Directorate of Whistleblower Protection Programs (DWPP) will alleviate the investigative staff's administrative burden, which will help counter-balance the temporary productivity slowdown caused by implementation of the management plan. In addition to their primary duties, whistleblower Investigators and Regional Supervisory Investigators (RSIs) currently handle all administrative tasks without the assistance of dedicated support staff, including correspondence processing, intake of new complaints, and responding to public inquiries and requests for information. Adding these Assistants should permit their respective regions and to process approximately more cases per year, while also helping reduce the age of pending cases and the days needed to complete the new complaint screening process.

The additional funding in FY 2016 will also be used for training resources. Comprehensive training for all of OSHA's whistleblower staff on the policies and case law applicable for investigating complaints under 22 statutes is a challenge, but providing thorough and up-to-date training is essential to prepare the staff to effectively and consistently carry out the program's enforcement responsibilities. Additional training resources will help OSHA to meet targets under its Average Age of Pending Whistleblower Investigations and Average Days to Complete the New Complaint Screening Process performance measurements, which appear in the Department's Strategic Plan for FY 2014-2018. Also, State Plans which operate their own approved OSHA programs must include worker protection equivalent to Section 11(c) of the Act. The Investigators in the State Plans need the same investigatory training, and therefore they add to the list of students eligible for these classes.

Already in progress is an effort to develop a Competency Model for Investigators, such as the model the agency has developed for its Compliance Safety and Health Officers. The Competency Model will provide the framework for a significant retooling of the whistleblower training curriculum. Consistent with the creation of new positions at OSHA's Training Institute dedicated to training whistleblower staff, the content of the classes will be revamped. Currently, there are two classes, which are heavily focused on the statutes we enforce. Instead of this approach, OSHA will be shifting to a model with a series of courses that focus on investigation,

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interviewing, legal aspects, case management and documentation, settlement and negotiation, and similar skills that are neutral to the statute. Training of staff in the correct process and procedures is expected to have several positive results: better quality of work product, through comprehensive and accurate investigations and legally-sufficient and well-documented files; improved merit rate, by applying the correct burden of proof, shorter lapse time – building on ongoing efforts to reduce the inventory of aged cases and backlog which have already yielded results, and enhanced customer service for both complainants and respondents.

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BUDGET ACTIVITY BY OBJECT CLASS (Dollars in Thousands)					
		2014	2015	2016	Diff. 2016 / 2015
11.1	Full-time permanent	10,744	11,077	13,465	2,388
11.3	Other than full-time permanent	12	12	12	0
11.5	Other personnel compensation	102	109	109	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	10,858	11,198	13,586	2,388
12.1	Civilian personnel benefits	3,323	3,404	3,950	546
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	489	504	1,155	651
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	827	852	908	56
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	5	9	9	0
24.0	Printing and reproduction	1	1	1	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	473	473	473	0
25.3	Other goods and services from Federal sources 1/	644	679	1,910	1,231
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	176	176	217	41
31.0	Equipment	204	204	419	215
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	17,000	17,500	22,628	5,128
	1/Other goods and services from Federal sources				
	Working Capital Fund	644	679	1,890	1,211
	DHS Services	0	0	20	20

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CHANGES IN 2016

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:	
Costs of pay adjustments	\$268
Personnel benefits	-113
One day more of pay	0
Federal Employees' Compensation Act (FECA)	34
Benefits for former personnel	0
Travel and transportation of persons	22
Transportation of things	0
Rental payments to GSA	53
Rental payments to others	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	1,211
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	20
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	31
Equipment	200
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0
Built-Ins Subtotal	\$1,726

Net Program	\$3,402
Direct FTE	22

	Estimate	FTE
Base	\$19,226	135
Program Increase	\$3,402	22
Program Decrease	\$0	0

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BUDGET AUTHORITY BEFORE THE COMMITTEE (Dollars in Thousands)				
	2014	2015	2016	Diff. 2016 / 2015
Activity Appropriation	100,000	100,850	104,337	3,487
FTE	0	0	0	0

Introduction

This budget activity supports OSHA-approved State Plans' enforcement, whistleblower, compliance assistance and cooperative programs, and development and enforcement of workplace safety and health standards. OSHA's State Plans are responsible for workplace safety and health for 40 percent of U.S. workers. Twenty-two State Plans cover both private and public-sector employees and six cover public-sector employees only. Section 23(g) of the Occupational Safety and Health Act of 1970 (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 program.

OSHA's request supports DOL's Strategic objective of securing safe and healthy workplaces, particularly in high-risk industries. State Plan states conduct enforcement and regulatory activities, as well as a wide range of outreach, compliance assistance, and cooperative programs; and extensive training programs for workers and small businesses. Private-sector consultation is provided in all of the State Plans either through participation in the separately funded Section 21(d) program or, in three states, directly under their State Plans. In FY 2016, OSHA will work with the States to ensure that the safety and health policies of the State Programs are at least as effective as Federal OSHA's policies, particularly with regard to enforcement programs. OSHA will also work with the States to use resources efficiently, ensuring that Federal and State initiatives are consistent, and include an increased emphasis on enforcement directed at high-hazard establishments. To increase consistency across OSHA programs, OSHA will continue to encourage States to participate in the development of national policy, and will require States to administer state enforcement programs that are at least as effective as national initiatives. Annually, OSHA monitors and evaluates State Plan performance. To accomplish this, OSHA meets with the State Plans collectively three times a year to discuss policy issues, and an additional three times with the State Plan Board. Additionally, OSHA monitors each State Plan individually through regular review of their State Activity Mandated Measure (SAMM), quarterly meetings, and an annual evaluation of State Plan performance. These efforts help OSHA to ensure that State Plans are maintaining policies and procedures that are at least as effective as OSHA's. Deficiencies are identified for State Plan corrective action.

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Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2011	\$103,894	0
2012	\$104,196	0
2013	\$98,746	0
2014	\$100,000	0
2015	\$100,850	0

FY 2016

OSHA requests \$104,337,000 for the State Programs activity for FY 2016, an increase of \$3,487,000 from the FY 2015 Enacted level. The request also includes an increase of \$2,137,000 to take steps towards parity between the State Plan states and Federal OSHA and restore the reduction to State Programs resulting from the FY 2013 sequestration. The request includes an increase of \$1,350,000, which will enable State Plans to hire additional staff to assist with administering the 11(c) whistleblower protection programs.

In FY 2016, OSHA anticipates that with the increase in funding State Plans will conduct a total of 47,567 inspections, with 36,232 safety inspections and 11,335 health inspections, an increase of 892 inspections from FY 2015. The proposed funding increase for FY 2016 will allow State Plans to continue to maintain programs that are at least as effective as the federal program.

A portion of the proposed funding increase will provide for one additional 11(c) Whistleblower FTE in each State Plan to better protect workers in reporting unsafe or unhealthy working conditions or employer conduct that jeopardizes the safety and health of workers with the goal of increasing investigation capacity by 700 in future years. In FY 2016, OSHA expects an increase of approximately 270 11(c) investigations as newly hired investigators are trained and gain experience. An increase in resources is critical for State Plans to effectively manage the growing caseload of 11(c) complaints, and reduce or eliminate case backlog. This increase will help State Plans ensure that whistleblower investigations are completed in a more timely fashion without sacrificing investigation quality.

OSHA will work with State Plans to correct deficiencies identified through Complaints About State Plan Administration (CASPAs) as they arise and will monitor the progress in closing out recommendations issued through the CASPA process in FY 2015. Specifically, OSHA will continue to monitor Arizona's progress in adopting and enforcing a standard for fall protection in residential construction that is "at least as effective" as OSHA's standard. OSHA also expects to continue to assist and monitor Kentucky, North Carolina, Oregon, Washington and California as they work to implement requisite changes to their residential construction fall protection standards as well.

OSHA will also continue to encourage State Plan participation in the development of national policy and adoption of federal program changes, and will require State Plans to effectively support national emphasis programs and other national initiatives. For example, the State Plans'

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support and participation in the national Heat Campaign is ongoing and growing each year, with use of YouTube videos, online trainings, press releases, public billboards, mobile training vehicles, and other innovative outreach efforts. In addition, State Plans will continue to support the national initiative of Preventing Falls in Construction by issuing public service announcements, creating e-tools and holding outreach seminars.

In addition, OSHA will continue to monitor and work with the State Plans as they implement the revised Recordkeeping standard or roll out state specific standards that are at least as effective as OSHA's revised standard. Finally, OSHA expects to continue working with Ohio, Massachusetts and Montana on the possible establishment of OSHA-approved State Plans.

OSHA will conduct Comprehensive Federal Annual Monitoring Evaluation (FAMEs) in FY 2016 to assess FY 2015 State Plan operations. As the first part of a bi-annual process, these FAMEs will include mandatory on-site case file review, focus on identifying new findings and observations, and serve to measure progress made by State Plans in addressing FY 2014 FAME findings and recommendations. State Plans will provide progress reports, as established through their corrective action plans, to demonstrate progress against deficiencies carried through the FY 2014 Follow-up FAMEs. Additionally, OSHA will continue to review State Plan outcomes against metrics established in the 23(g) grants, annual performance plans, and State Activity Mandated Measures (SAMM). Collectively, this information is used within the FAME process to evaluate State Plan effectiveness.

FY 2015

In FY 2015, OSHA will use \$400,000 to fund the federal portion of a new Public Employee Only State Plan in Maine. This new plan will provide coverage for 82,125 Maine state and local government workers who would not otherwise be covered. Under the OSH Act, state and local government workers are specifically excluded from federal OSHA jurisdiction and can receive formal OSHA coverage only through an OSHA-approved State Plan.

The remaining portion of the FY 2015 increase will pay for cost of living increases for the rest of the State Plan states. However, the funding is insufficient to maintain staffing, and OSHA anticipates a reduction in State Plan staff that will translate to a decrease in inspections from the FY 2014 level by 234 inspections to 46,675 inspections in FY 2015.

State Plan enforcement can also be more stringent than the Federal OSHA program through the adoption of unique State programs and standards. For example, several State Plans have State standards for workplace violence, including New Mexico, New York, and Washington. State-specific initiatives pave the way for programs and standards to address new issues concerning workers' safety and health.

In addition, OSHA anticipates making strides towards returning full coverage to Hawaii's State Plan (HIOSH) at the conclusion of FY 2015. Throughout FY 2015, federal OSHA plans to taper its enforcement support, training, mentoring and outreach assistance with the goal of eliminating the need for Federal OSHA to assert concurrent jurisdiction in FY 2016. HIOSH expects to successfully resume enforcement coverage of all of general industry during FY 2015, and

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HIOSH and OSHA have agreed on a goal of 640 inspections for HIOSH in FY 2015. OSHA will also consider certification of the New Jersey State and Local Government State Plan. OSHA will make a determination on certification after it completes a thorough review of the State and Local Government State Plan to ensure it has completed its developmental steps while maintaining the integrity of New Jersey's existing State Plan, which covers private sector employees.

OSHA's State Plan partners will continue to maintain programs that are at least as effective as the Federal program, working with OSHA to use resources efficiently; make sure that Federal and State initiatives are consistent; and emphasize enforcement at high-hazard establishments. OSHA will work with State Plans to correct deficiencies identified through CASPAs as they arise and monitor the progress to close out recommendations issued through this process in FY 2014. OSHA will also continue to encourage State Plan participation in the development of national policy and adoption of federal program changes, and will require State Plans to effectively support national emphasis programs and other national initiatives.

OSHA will work closely with each of the State Plans as they roll out updates that are at least as effective as the revised Recordkeeping Standard (29 CFR 1904). A key element of this federal program change is the revised reporting requirements, which OSHA anticipates will result in as many as 50,000 new reports of injuries within State Plan jurisdiction. OSHA expects to make a final decision on whether Arizona's fall protection standard in the residential construction industry is at least as effective as Federal OSHA's standard. If OSHA decides to reject the standard, the agency will support Arizona as they implement and enforce an "at least as effective" standard. OSHA will also continue working with several other State Plans to ensure their fall protection standards in the residential construction industry are at least as effective as OSHA's.

OSHA will conduct Follow-up FAMEs in FY 2015 to assess FY 2014 State Plan operations. As the second part of a bi-annual process, these FAMEs will primarily serve to measure progress made by State Plans in addressing FY 2013 FAME findings and recommendations. State Plans will provide progress reports, as established through their corrective action plans, to demonstrate progress against deficiencies identified in the FY 2013 FAMEs. Additionally, OSHA will continue to review State Plan outcomes against metrics established in the 23(g) grants, annual performance plans, and SAMM. Collectively, this information is used within the FAME process to evaluate State Plan effectiveness.

Finally, OSHA expects to continue working with Ohio, Massachusetts and Montana on the possible establishment of OSHA-approved State Plans.

FY 2014

In FY 2014, State Plans conducted 46,909 inspections. The decline in inspection activity from FY 2013 reflects budget constraints that resulted in fewer staff in state plan states. While avoiding furloughs and layoffs during FY 2013, State Plans reported that they are unable to backfill positions as compliance officers retired or otherwise left the State Plan. The impact of

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this gradual loss of staff on the number of inspections conducted was felt more keenly in FY 2014 in FY 2013.

In FY 2014, OSHA's State Plan partners promulgated standards and conducted enforcement inspections and compliance-assistance activities as part of a comprehensive commitment to securing safe and healthy workplaces, particularly in high-risk industries.

In an effort to increase consistency across OSHA programs, OSHA continued to encourage State Plans to participate in the development of national policy, and required them to effectively support national emphasis programs and other national initiatives. OSHA also investigated and worked with several State Plans to correct deficiencies identified through the CASPA process. OSHA conducted comprehensive FAMEs in FY 2014 to assess State Plan operations during FY 2013. The FAMEs included case file reviews and evaluations of each State Plan's activity using newly revised State Activity Mandated Measures. OSHA also conducted a special study in conjunction with the FAME to evaluate the effectiveness of individual State Plan inspection targeting methods and strategies. OSHA began coordinating with individual State Plans to address the findings and recommendations, including aggressive intervention in one case. Progress will be evaluated through the Follow-up FAME in FY15.

Also in FY 2014, Federal OSHA continued to provide enforcement support and mentoring assistance to HIOSH. For FY 2014, Federal OSHA and HIOSH agreed on a goal of 480 inspections for HIOSH and HIOSH exceeded this goal by completing 522 inspections. Throughout FY 2014, Federal OSHA compliance officers continued to perform inspections in accordance with the Operational Status Agreement. Federal OSHA also continued to provide on-the-job training for HIOSH compliance officers, assistance in improving Hawaii's training plan (with specific goal of ensuring at least one HIOSH compliance officer is fully trained on process safety management), grant application guidance, training and assistance to whistleblower protection supervisors and investigators, support in developing a stronger State Plan compliance assistance program, and help in developing strategies to retain staff.

OSHA actively worked with Maine to finalize their interest in becoming a State and Local Government Only State Plan. During FY 2014, OSHA and Maine worked together to resolve the outstanding legislative and policy issues. OSHA also began working with several other states with interest in establishing OSHA-approved State Plans. OSHA had preliminary discussions with both Ohio and Massachusetts about possible State and Local Government State Plans, and with Montana about a possible comprehensive State Plan.

OSHA issued a Show Cause letter to the Arizona State Plan voicing its concern about whether Arizona's fall protection standard in the residential construction industry is "at least as effective as" OSHA's standard. Subsequently, OSHA published a notice in the Federal Register proposing to reject Arizona's standard and reconsider final approval and including a request written comments.

Finally, in support of a 21st Century Department of Labor, OSHA worked with the State Plans to fully implement the OSHA Information System (OIS) to provide continued availability of the program and performance data necessary for operations and oversight.

STATE PROGRAMS

DETAILED WORKLOAD AND PERFORMANCE					
		2014	2015	2016	
		Target	Result	Target	Target
State Programs					
Strategic Goal 2 - Improve workplace safety and health					
Strategic Objective 2.1 - Secure safe and healthy workplaces, particularly in high-risk industries					
State Enforcement Inspections					
OSHA-State- Safety 01		37,500	35,849	35,670	36,232
OSHA-State- Health 02		10,500	11,060	11,005	11,335
Total		48,000	46,909	46,675	47,567
Consultation Visits					
OSHA- Private Sector (KY, PR, WA) Consultation- 01		2,500	2,513	2,500	2,633
OSHA- Public Sector Consultation- 02		1,300	1,605	1,597	1,633
OSHA- Number of Operational Grants Grants-09		27	27	28	28
OSHA-Coop- Cooperative Programs 01		225	104	103	119

STATE PROGRAMS

DETAILED WORKLOAD AND PERFORMANCE					
		2014		2015	2016
		Target	Result	Target	Target
OSHA- Outreach-01	Outreach/Training Participants	235,000	117,909	117,319	116,349
Strategic Goal 3 - Promote fair and high quality work-life environments					
Strategic Objective 3.2 - Protect workers' rights					
OSHA- State11(c)-01	Total Number of 11(c) Investigations Completed	--	965	--	1,170

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

STATE PROGRAMS

Grants under section 23(g) cover salaries, fringe benefits, rent, equipment costs, and other expenses, which are all impacted by inflationary costs. Many States Plans routinely contribute more than the federal match (overmatch) of funds to their programs. These funds help State Plans meet the real costs of the program and promote a level of quality and consistency. However, fiscal challenges at the state level have resulted in a decrease in overmatch funding.

Federal funding for the State Plans has declined from a high-water mark in FY 2010, forcing states to absorb cost-of-living adjustments for staff and run their State Plans with fewer resources. In addition, cuts resulting from sequestration have reduced the State Plans' ability to hire compliance officers. So while State Plans were able to maximize their resources and conduct more than 50,000 inspections in FY 2013 – exceeding their target – that number dropped in FY 2014 to 46,909 inspections. With essentially flat funding, State Programs will conduct 46,675 inspections in FY 2015 and reach an estimated 117,319 workers and other participants through outreach and training efforts. State Plans collectively reduced their compliance assistance efforts to prevent further erosion of their enforcement programs. They also will participate in 103 cooperative programs (e.g., Alliances, Strategic Partnerships). With the increased funding in FY 2016, State Programs will conduct 48,024 inspections, an increase of 1,349 inspections from FY 2015.

In FY 2015, OSHA will fund a new state and local government-only State Plan in Maine. This new plan will provide coverage for approximately 82,125 state and local government workers in Maine. Under the OSH Act, state and local employees are specifically excluded from federal jurisdiction. These public sector employees receive formal OSHA coverage only through an OSHA-approved State Plan.

The proposed funding increase for the State Plan whistleblower program will cover the federal share for one additional whistleblower FTE in each State Plan. With the additional staff, State Plan whistleblower programs will be better equipped to keep up with investigative demand and will be able to reduce whistleblower complaint backlogs in FY 2016 and beyond. OSHA estimates that State Plans will receive approximately 1,264 new cases in FY 2016, which is the first year this measure was added to the State Plan grant agreements. Without the requested increase in FY 2016, OSHA anticipates that State Plans will be able to complete approximately 900 whistleblower investigations, resulting in 364 cases added to the backlog. With funding for additional staff, OSHA anticipates that State Plans will be able to complete approximately 1,170 whistleblower investigations in FY 2016, which will reduce the number of cases added to the backlog.

The agency expects the State Plans to continue to address performance and structural issues identified in the Federal Annual Monitoring and Evaluation (FAME) reports. Beginning with FY 2013, OSHA established a two-year cycle for the FAME process – a comprehensive FAME (includes case file review) and follow-up FAME (case file review is optional). This strategy allows the State Plan to focus on correcting deficiencies identified in the most recent comprehensive FAME.

This new FAME process was adopted in conjunction with requiring State Plans to submit and act upon Corrective Action Plans (CAP) in response to the findings and recommendations in the

STATE PROGRAMS

FAME reports. This allows State Plans time to properly address items identified in the FAME reports and federal State Plan Monitors sufficient time to ensure adequate corrective action has been taken. During FY 2016, OSHA will conduct comprehensive FAMEs based on State Plan experiences for FY 2015.

The State Plans will continue to adopt enforcement policies and procedures, emphasis programs, and standards to help protect the nation's workers. State Plans also undertake unique state-specific initiatives, such as Alaska's focused efforts on the seafood processing industry. Under a five-year initiative, Alaska has provided outreach training to more than 500 seafood processing employees, and targeted seafood processing establishments for enforcement inspections, all in an effort to reduce hazard and accident rates in this highly mechanized, time-pressured, cold and wet work environment. Additionally, Washington launched the Logger Safety Initiative in April 2013 to promote occupational safety in the manual logging industry, reduce the frequency and severity of workplace injuries and fatalities, increase proper reporting, and explore options for creating a culture of safety. As a result, the Washington State Legislature passed the Logger Safety Initiative which was signed into law by the governor a month later.

STATE PROGRAMS

BUDGET ACTIVITY BY OBJECT CLASS (Dollars in Thousands)					
		2014	2015	2016	Diff. 2016 / 2015
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
41.0	Grants, subsidies, and contributions	100,000	100,850	104,337	3,487
	Total	100,000	100,850	104,337	3,487

STATE PROGRAMS

CHANGES IN 2016 (Dollars in Thousands)

Activity Changes

Built-In

To Provide For:	\$0
Costs of pay adjustments	0
Grants, subsidies, and contributions	0
Built-Ins Subtotal	\$0

Net Program	\$3,487
Direct FTE	0

	Estimate	FTE
Base	\$100,850	0
Program Increase	\$3,487	0
Program Decrease	\$0	0

TECHNICAL SUPPORT

BUDGET AUTHORITY BEFORE THE COMMITTEE (Dollars in Thousands)				
	2014	2015	2016	Diff. 2016 / 2015
Activity Appropriation	24,344	24,469	24,614	145
FTE	112	113	113	0

NOTE: FY 2014 reflects actual FTE. Authorized FTE for FY 2014 was 112.

Introduction

Technical Support is a necessary component of the agency's enforcement program, including the identification of hazardous substances and investigation of workplace hazards. This activity also supports other OSHA activities including: standards development, cooperative programs, and emergency management. The FY 2016 request seeks to use the latest technologies to support DOL's Strategic objective of *securing safe and healthy workplaces, particularly in high-risk industries*.

Major component functions include:

- 1) Technical expertise and advice with respect to general industry, maritime and construction issues;
- 2) Specialized engineering assistance to investigate and determine causes of major catastrophes at worksites involving injuries and fatalities;
- 3) Emergency preparedness, response/recovery, and management;
- 4) Variance determinations and laboratory accreditation;
- 5) Chemical analysis, equipment calibration and repair;
- 6) Maintenance of dockets, including electronic comments, and technical and scientific databases;
- 7) Literature searches to support rulemaking, compliance activities and to respond to public safety and health information requests;
- 8) Medical services to support OSHA's Compliance Safety and Health Officer (CSHO) Medical Program;
- 9) Medical, toxicological, and epidemiological investigation in support of field enforcement actions;
- 10) Technical assistance for outreach services and products to labor unions, other government agencies and industry associations; and
- 11) Emerging information surveillance program including multi-media searches and quick/target information dissemination to support OSHA's national office and field staff as well as the public.

OSHA provides direct support to field activities with the necessary technical resources and tools that enable compliance officers to identify, investigate, and control workplace hazards. To facilitate the evolving needs of industry and adaptation to changing technologies, OSHA's Variance Program provides technical expertise to evaluate alternative compliance approaches that prove equally effective as OSHA safety and health standards. Additionally, OSHA's Nationally Recognized Testing Laboratory (NRTL) Program makes sure that independent third-

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party organizations are qualified to approve (i.e., test and certify) particular types of equipment to protect workers from hazards, such as electric shock, electrocution, explosions, and burns.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2011	\$25,868	127
2012	\$25,819	120
2013	\$24,343	116
2014	\$24,344	113
2015	\$24,469	113

FY 2016

OSHA requests \$24,614,000 and 116 FTE for the Technical Support activity, an increase of \$145,000 over the FY 2015 Enacted level. This budget activity includes 3 FTE funded through Reimbursable funding (i.e., reimbursed through funding agreements with other organizations). In FY 2016, OSHA will maintain its Technical Support of field enforcement operations through its laboratories and expert support of the investigations, and occupational medicine staff. OSHA will enhance its efforts to identify emerging hazards, engage employers and workers, and develop innovative approaches in encouraging employers to take proactive steps to protect workers. As emerging technologies are developed and quickly moved into markets, new hazards are not always recognized. New technologies can also create traditional hazards, but in new settings, affecting a new workforce without adequate knowledge or understanding of the recognized risks. During FY 2016, examples of topics the agency will evaluate, and develop print and electronic materials to address are: Green Tobacco sickness, occupational infectious disease outbreaks such as Ebola, Campylobacter, Salmonella and Legionella, and volatile organic carbon exposures in hydraulic fracturing.

OSHA also will provide important Technical Support to the agency's enforcement efforts in the construction industry, as the agency works to reduce fatalities, injuries, and illnesses among construction workers. In FY 2016, OSHA staff will provide support of other high priority enforcement operations, including advancing new sampling and analytical technology in the areas of hazard assessment and providing expert assistance in air monitoring techniques. OSHA will continue to update and develop chapters in the OSHA Technical Manual (OTM) and guidance materials to foster consistent enforcement and compliance assistance efforts.

In addition, OSHA will continue to focus on emergency preparedness, response and recovery efforts, including skilled responder preparation and advanced planning to respond to emergencies when they occur. The agency will maintain a cadre of professionals with the technical skills to respond in the field and to address the wide range of worker safety and health issues that may arise during and following disasters in direct support of the agency's mission. Coordination, technical assistance, and support to disaster response and recovery will continue to be provided to assure worker safety and health, such as the support provided in recent events such as Superstorm Sandy recovery and response, tornadoes and flooding in the Midwest, the mudslide

TECHNICAL SUPPORT

in Washington State, and severe storms in the Pacific. OSHA will continue to play a leading role in major efforts to prepare the Nation for a pandemic flu event and potential infectious disease outbreaks. In addition, OSHA will support agency field staff with laboratory services, equipment, and technical resources. These products will include print and electronic worker safety and health information tools and resources. The agency will build on and enhance its integration into the government-wide emergency response community so that response worker safety and health is always a top concern.

OSHA's field staff, supported by its Health Response Team, is the agency's front line in response to any disaster. OSHA will maintain its efforts to build the expertise of its internal staff through enhancing their technical knowledge to support the agency's overall readiness to respond to a wide range of disasters, both natural and man-made. In FY 2016, OSHA will continue to invest in its emergency preparedness and response capabilities by providing training and online resources to its staff, improving the use of information-sharing resources, and addressing the collection of safety and health data. OSHA will develop print and electronic resources and assisting with interagency initiatives which further the implementation of the National Response Framework.

OSHA will also continue to provide important Technical Support to the agency's enforcement efforts in various industries, as the agency works to reduce fatalities, injuries, and illnesses among workers. In FY 2016, OSHA staff will maintain a stable level of effort in support of enforcement operations, including advancing new sampling and analytical technology in the areas of hazard assessment and providing expert assistance in air monitoring techniques and complex hazard assessment techniques.

FY 2015

The FY 2015 funding provides for \$24,469,000 and 116 FTE, an increase of \$125,000 from the FY 2014 Enacted level. At this level, OSHA will provide the necessary support to improve compliance; thus, more workplaces will be safe and healthy, resulting in an expected decline in workplace fatalities, injuries and illnesses.

In FY 2015, OSHA will continue to maintain its Technical Support of field enforcement operations through its laboratory and expert support of the investigations, and occupational medicine staff. Increased focus on emergency preparedness, response, and recovery efforts continue, including skilled responder preparation and advanced planning and preparation to respond to emergencies when they occur. OSHA will continue to respond to the threat of an Ebola outbreak by providing technical assistance and resources to help protect workers who are at risk for occupational exposure to the Ebola virus and related hazards.

Coordination, technical assistance, and support to disaster response and recovery will continue to be provided to assure worker safety and health. The agency will continue to build on and enhance its integration into the government-wide emergency response community so that response worker safety and health is always a top concern. In particular, the agency will continue to coordinate emergency preparedness, response, and recovery efforts with the Federal Emergency Management Agency (FEMA) and other federal agencies, and state and local

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response partners, and will provide technical expertise and support during actual events. The Federal Government is engaged in planning efforts related to 15 vastly different emergency situations that would put response and recovery workers in hazardous situations where OSHA needs to engage to protect the safety and health of these workers.

OSHA's field staff, supported by its Health Response Team, is the agency's front line in response to any disaster. OSHA is maintaining its efforts to build the expertise of its internal staff through enhancing their technical knowledge to support the agency's overall readiness to respond to a wide range of disasters, both natural and man-made. In FY 2015, OSHA continues to invest in its emergency preparedness and response capabilities by providing training and online resources to its staff, improving the use of information-sharing resources, and addressing the collection of safety and health data.

OSHA will enhance its efforts to identify emerging hazards and engage employers and workers, through innovative approaches to encourage employers to take proactive steps that protect workers. During FY 2015, examples of topics the agency will evaluate and develop print and electronic materials to address are: acclimatization issues related to heat illness, 3D printing processes such as 3D welding, and peracetic acid in poultry processing.

OSHA will continue to develop new, and revise existing, OSHA Technical Manual (OTM) Chapters, highlighting emerging safety and health issues. In FY 2015, Fall Protection in Construction, Electrical Safety, Combustible Dust, Ethanol Processing, and Legionella OTM Chapters will be developed or updated. These chapters provide instruction to OSHA staff on technical safety and health topics and foster consistent enforcement and compliance assistance efforts. In addition, information will be disseminated to field staff on topics such as hydraulic fracturing hazards. OSHA also continues to update electronic assistant tools in FY 2015.

OSHA will also continue to provide important Technical Support to the agency's enforcement efforts in the construction industry, as the agency works to reduce fatalities, injuries, and illnesses among construction workers. In FY 2015, OSHA staff will maintain a stable level of effort in support of enforcement operations, including advancing new sampling and analytical technology in the areas of hazard assessment and providing expert assistance in air monitoring techniques.

FY 2014

In FY 2014, OSHA continued to operate its Technical Support of field enforcement operations including National Emphasis Programs and inspections through its personnel and laboratory assistance and occupational medicine staff. Field and operational staff continued to serve as response and recovery personnel in the event of disasters, as well as focus efforts on emergency preparedness and response. OSHA focused on coordination with local and state response partners, and continued the development of outreach products in support of response activities. The agency continued to be involved in ongoing support of Hurricane Sandy recovery projects through training and outreach efforts, and responses to other natural disasters, including tornadoes and flooding in the Midwest, Washington mudslide, and severe storms in the Pacific, as well as the 2014 Ebola Outbreak response. OSHA participated in and coordinated worker

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safety and health aspects of the federal and state responses to the 2014 Ebola outbreak by providing technical assistance and resources to help protect workers who are at risk for occupational exposure to Ebola virus and related hazards. OSHA participated in interagency efforts to increase preparedness in healthcare facilities across the country in the event of a domestic outbreak; worked with partners to develop worker training materials; and published a number of resources focusing on safer work practices, engineering controls, and personal protective equipment for workers at the highest risk for Ebola exposure. OSHA also continued efforts to update disaster web pages and information in the event of a natural disaster. For example, OSHA updated the Winter Weather Safety and Health Topics page and published the Emergency Response: Earthquake Safety and Health Topics page. OSHA continued support the planning, participation and efforts of agency and departmental leadership in Principal and Significant Level Exercises to foster appropriate planning and preparedness for emergencies. For example, OSHA participated in the Principal Level Exercise on Pandemic Flu Preparedness and the National Exercise Program Capstone Exercise (NEPCE) 2014, as well as other emergency preparedness exercises.

OSHA maintained the focus of its resources on outreach efforts, including web pages, videos and Safety and Health Information Bulletins (SHIBs) for the public in areas such as construction, hydraulic fracturing, cold stress and exposure to hazardous chemicals. For example, the agency continued production of videos focusing on high priority hazards in construction. During FY 2014, OSHA completed and posted to its Web site the video, “Prevent Electrocutions: Work Safely with Cranes near Power Lines.” The video, available in both English and Spanish, is brief, easy to understand, and geared to the needs of employers and workers. OSHA continued to develop new, and revise existing OTM Chapters highlighting emerging safety and health issues. In FY 2014, the OTM chapters on Chemical Sampling and Noise were finalized. This chapter provides instruction to OSHA staff on technical safety and health topics and foster consistent enforcement and compliance assistance efforts. In addition, information was disseminated to field staff on topics such as 3D welding and ototoxicity. The agency continued to use newer technologies to disseminate information and improve communication with the public. Further, OSHA leveraged social media tools such as Twitter and the use of Web 2.0 to expand its reach to stakeholders and foster improved awareness of safety and health hazards.

In FY 2014, OSHA continued to examine increased areas of involvement for medical personnel in support of OSHA enforcement efforts, as well as continuing to further modernize and make more efficient the tracking of the OSHA Medical Examination Program (OMEP).

TECHNICAL SUPPORT

DETAILED WORKLOAD AND PERFORMANCE					
		2014	2015	2016	
		Target	Result	Target	Target
Technical Support					
Strategic Goal 2 - Improve workplace safety and health					
Strategic Objective 2.1 - Secure safe and healthy workplaces, particularly in high-risk industries					
OSHA-SLTC- 01	Average turnaround (days in lab)	15	12	14	14
OSHA-SLT- 02	Chemical samples analyzed	18,000	17,660	18,000	18,000
OSHA-SLT- 05	Equipment units serviced	11,000	12,263	12,000	12,000
OSHA-SLT- 06	Average service turnaround (days)	35	35	35	35
OSHA-SLT- 07	E-tools Active on OSHA's Web page	38	38	39	39
OSHA-SLT- 08	Safety & Health Topics Web Pages	165	165	167	167

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

TECHNICAL SUPPORT

In FY 2016, OSHA's Salt Lake Technical Center (SLTC) anticipates continued high utilization of services for both compliance activity and industrial hygiene inspections. The laboratory will be prepared to analyze approximately 18,000 industrial hygiene samples. Additionally, the SLTC professional staff will continue to conduct in-depth investigations to develop or validate sampling and analytical methods to assess worker exposure to silica, beryllium, food flavorings, and others as priorities shift. This includes the identification of unknown hazardous substances, determine the explosiveness of dusts, investigate causality of material failures, and model chemical exposures. OSHA's Health Response Team will provide expert assistance to enforcement and compliance assistance staff, and be available to provide support to other federal agencies on myriad chemical, physical, and biological hazards.

OSHA will continue to maintain a stable level of effort in support of enforcement operations. The agency will continue to use new sampling and analytical technology in hazard assessment, provide expert assistance in air monitoring techniques, and develop and/or update investigative resources such as the OSHA Technical Manual.

The Cincinnati Technical Center (CTC) will continue to support the agency's enforcement program. CTC will service approximately 12,000 pieces of occupational safety and health equipment with an average turnaround time of 35 days due to reduced staff, as well as addressing the backlog of long standing equipment servicing delays.

In FY 2015, OSHA will maintain support of enforcement operations, including advancing new sampling and analytical technology in the areas of hazard assessment and providing expert assistance in air monitoring techniques. The agency will also continue to provide coordination, technical assistance, and support for emergency preparedness and disaster response and recovery to assure worker safety and health. The technical and docket support for regulatory activities will continue to proceed in accordance with the agency's Regulatory Agenda. OSHA will continue to review and evaluate technical data in order to more effectively identify and implement strategic initiatives.

In FY 2014, OSHA continued to maintain its technical support of field enforcement operations through direct laboratory, expert support of investigations, and development of investigation tools, such as the OTM. Additionally, the agency implemented a safety and health program for its field staff which includes laboratory verification of potentially hazardous exposures to OSHA staff and an audit of program effectiveness. This activity coordinated the agency's emergency preparedness and response/recovery efforts through interactions with FEMA and other federal agencies, and provides data management and technical expertise related to emergency events, such as Hurricane Sandy recovery, tornadoes and flooding in the Midwest, the mudslide in Washington State, and severe storms in the Pacific. OSHA also continued to provide outreach information to workers on priority hazards, including oil and gas well operations, diisocyanates; Green Tobacco sickness, and development of other emerging workplace safety and health issues in easy-to-use formats such as Safety and Health Topics pages, Hazard Alerts, and video-tools.

TECHNICAL SUPPORT

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		2014	2015	2016	Diff. 2016 / 2015
11.1	Full-time permanent	11,074	10,852	10,907	55
11.3	Other than full-time permanent	143	143	143	0
11.5	Other personnel compensation	257	253	253	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	11,474	11,248	11,303	55
12.1	Civilian personnel benefits	3,230	3,370	3,427	57
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	250	258	258	0
22.0	Transportation of things	11	11	11	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	3,589	3,697	3,486	-211
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	481	481	481	0
24.0	Printing and reproduction	36	36	36	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	1,887	1,887	1,887	0
25.3	Other goods and services from Federal sources 1/	2,376	2,472	2,716	244
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	152	152	152	0
26.0	Supplies and materials	475	475	475	0
31.0	Equipment	383	382	382	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	24,344	24,469	24,614	145
1/Other goods and services from Federal sources					
	Working Capital Fund	1,695	1,787	2,027	240
	DHS Services	144	148	152	4
	Services by Other Government Departments	537	537	537	0

TECHNICAL SUPPORT

CHANGES IN 2016

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:	
Costs of pay adjustments	\$55
Personnel benefits	57
One day more of pay	0
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	-211
Rental payments to others	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	240
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	4
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	\$145

Net Program	\$0
Direct FTE	0

	Estimate	FTE
Base	\$24,614	113
Program Increase	\$0	0
Program Decrease	\$0	0

COMPLIANCE ASSISTANCE - FEDERAL

BUDGET AUTHORITY BEFORE THE COMMITTEE (Dollars in Thousands)				
	2014	2015	2016	Diff. 2016 / 2015
Activity Appropriation	69,433	68,433	73,044	4,611
FTE	336	254	254	0

NOTE: FY 2014 reflects actual FTE. Authorized FTE for FY 2014 was 262.

Introduction

Through outreach, training, and targeted assistance, this activity ensures workers and businesses are educated about, and involved in improving workplace safety and health. Federal Compliance Assistance advances agency programs that deliver targeted outreach and assistance, provide workplace safety and health training, inform workers about the hazards they face and their rights under the law, inform employers about how to make their workplaces safe and compliant with the Occupational Safety and Health Act of 1970 (OSH Act) and ensure that OSHA inspectors are experts in their field. OSHA realizes that the vast majority of employers want to do the right thing and protect their workers from harm on the job - and OSHA is committed to providing them assistance. For those employers who need technical assistance, compliance assistance, educational materials and training are available. This activity also supports OSHA's array of cooperative programs, which recognize employers with exemplary safety and health programs, and promotes partnerships and alliances with industry associations, unions, consulates, and other groups to improve workplace safety and health.

One of OSHA's main initiatives is to educate America's employers about moving beyond reactive compliance to embrace a culture of safety. Many workplaces already have injury and illness prevention programs, which are a common-sense tool giving employers a process to *find* and *fix* hazards in the workplace before someone gets hurt. Numerous employers in the United States already manage safety using injury and illness prevention programs. Most successful injury and illness prevention programs are based on a common set of key elements, which include: management leadership, worker participation, hazard identification, hazard prevention and control, education and training, and program evaluation and improvement. The basic idea behind these programs is to change the workplace culture by developing a process to figure out where the hazards are and fix them. This activity involves outreach and education to employers on the benefits of these programs, asking that employers follow the examples of those who have already implemented these beneficial programs to join "the rest of the best."

The request supports the President's Management Agenda and its goal of effective and efficient government that works better, costs less and supports a strong economy and job creation. The FY 2016 request seeks to promote the Department's 21st Century vision which promotes opportunities and protections for American workers, including temporary and other vulnerable workers. It also supports the Department's Strategic Objectives of *securing safe and healthy workplaces, particularly in high-risk industries and protecting workers' rights*.

COMPLIANCE ASSISTANCE - FEDERAL

Compliance assistance activities include:

- 1) Providing training through the OSHA Training Institute (OTI) to increase the technical safety and health competence of OSHA's compliance officers, as well as other federal, state and private-sector employees;
- 2) Providing outreach and information through a vast variety of media, including OSHA's website, targeted information and outreach campaigns, publications, and guidance materials
- 3) Developing compliance assistance materials, including hazard and industry-specific guidance for methods of complying with OSHA standards and ensuring a safe workplace;
- 4) Administering the OTI Education Centers Program, Outreach Training Program and Resource Center Loan Program;
- 5) Providing assistance and programs (e.g., publications, websites) to address the needs of hard-to-reach workers, some of whom may not speak English as a first language;
- 6) Providing assistance and programs to address the needs of small businesses and their employees;
- 7) Providing opportunities to work cooperatively with small businesses, trade associations, universities, unions, and professional organizations to address workplace safety and health issues for their employees; and
- 8) Administering the Voluntary Protection Programs (VPP), which recognizes employers and workers in industry and federal agencies who have implemented effective safety and health management systems and who maintain injury and illness rates below the national average for their industries.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2011	\$73,383	291
2012	\$76,355	295
2013	\$61,444	281
2014	\$69,433	262
2015	\$68,433	254

FY 2016

OSHA requests \$73,044,000 and 254 FTE for FY 2016, an increase of \$4,611,000 from the FY 2015 Enacted level. With the funding requested in FY 2016, OSHA will use compliance assistance activities to give employers the information they need to comply with OSHA requirements –especially newly issued standards -- and keep workers safe on the job. The goal of this program is to ensure that no employer fails to protect their workers because they do not understand how to comply with OSHA standards. OSHA's compliance assistance specialists, located in most OSHA Area Offices around the country, provide presentations and numerous business association conferences and provide educational materials that inform employers – especially small employers – about how to protect workers and their obligations under the law. This assistance will focus not only on specific hazards and OSHA standards, but also encourage

COMPLIANCE ASSISTANCE - FEDERAL

the implementation of Injury and Illness Prevention Programs which establish management systems that have been proven effective in protecting workers.

OSHA will also use compliance assistance activities to help inform workers about workplace hazards and their rights. OSHA will continue to focus its compliance assistance and outreach activities on high-hazard industries, vulnerable workers, such as temporary workers and workers with limited English proficiency, and support for new or revised standards. For example, the agency will continue its efforts to inform employers about the 2015 changes in reporting requirements and refine agency tools and resources on incident investigation, and it will again lead major national efforts that will reach hundreds of thousands of workers and hundreds, such as the **Campaign to Prevent Heat Illness in Outdoor Workers and the Fall Prevention Campaign**. In addition, OSHA will complete its effort to have every national Alliance operate under a written work plan with well-defined objectives, timetables and evaluation criteria, and will begin efforts to extend this approach to regional and local Alliances. OSHA will also expand existing data collection, and use systems enhanced in FY 2015 to better characterize the volume, type, audience, and impact of agency outreach, through both its field compliance assistance specialists, and its cooperative program partners.

Through its cooperative programs, OSHA's National, Regional, and Area Offices will continue to work with businesses, associations, labor groups, and other organizations to help prevent fatalities, injuries and illnesses in the workplace.

OSHA will continue to improve the Voluntary Protection Programs (VPP) in FY 2016 with special emphasis on program consistency and oversight, data integrity, and reevaluation of policies for VPP sites with injury and illness rates higher than industry averages. In FY 2016, OSHA will fully implement policy changes to expand the role of its Special Government Employees (SGEs). With the implementation of the new policies detailed in the revised SGE Manual, SGEs will now assist in the review of VPP applications, site annual self-evaluations, and mentoring. It is expected that these changes will lead to an increase in VPP evaluations conducted and new VPP application processed, and the increase noted for FY 2016 is largely due to these efficiencies.

Additionally, OSHA will monitor the implementation of a 5-year VPP demonstration program to allow applicants and participants covered by OSHA's process safety management (PSM) standard an alternative method for meeting VPP requirements. This aligns with OSHA's continued emphasis on, and role in, chemical safety and security. The implementation of the demonstration program will not affect the VPP reapproval processing cycle. New application will be accepted and evaluated based on available resources. As full implementation of the demonstration program is proposed for FY 2016, it is likely that additional administrative resources will be necessary to oversee and monitor the transition of approximately 300 PSM VPP participants into the program.

OSHA will complete revisions to the VPP Policy and Procedures Manual, which is the key policy directive for VPP. The new manual will ensure all policy and procedure changes since 2008 (last revision) are integrated and establish any additional policy changes to address the remaining outstanding recommendations from the Office of the Inspector General (OIG) and

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OSHA's internal VPP Team. The agency will complete all remaining recommendations made by the VPP Workgroup and monitor program policy changes made in response to the OIG audit. Additionally, OSHA will evaluate the need to revise the existing Federal Register Notice for VPP to include only the framework for managing the VPP and reserving the implementation of program elements for the Policies and Procedures Manual. Finally, OSHA will address any policy changes necessary to align with section 11(c) of the OSH Act as it relates to the tenants of VPP.

OSHA will also finalize options for addressing OIG's recommendations related to the VPP Automated Database System (VADs), work towards consolidating VPP applicant and participant data into the new (or enhanced) database, validate the transition of data as it is being completed, and explore enhancing functionality of these systems to allow for electronic reporting by VPP participants.

The agency will continue to seek out and establish Alliances, OSHA Strategic Partnerships, and other cooperative relationships with organizations to better reach small businesses and workers within priority industries and populations. In FY 2016, OSHA plans to launch a national Alliance with the recycling industry and sign an additional 14 new regional and local Alliances, including Alliances with consulates to reach immigrant workers from Mexico and other countries. These Alliances are highly effective in amplifying OSHA's message of prevention, and in making OSHA's resources more accessible to employers and workers who are otherwise very difficult to reach. For example, OSHA has regional and local Alliances with fifty consulates that, in turn, reach their citizens working in the United States, many of whom face serious hazards at work but may be afraid to approach OSHA directly. Our national Alliances and Strategic Partnerships also offer unique technical and hands-on training to OSHA compliance officers on subjects for which the agency has limited internal capability, such as the growing use of lasers in the workplace and hands-on training with cranes, cherry pickers, and other construction equipment.

A priority of OSHA's Compliance Assistance program is ensuring that Federal OSHA and State Plan whistleblower investigators, particularly new investigators, have the necessary training and expertise to investigate complaints under an array of whistleblower protection statutes. Similarly, Federal OSHA compliance safety and health officers (CSHOs) and State Plan compliance officers and consultation staff require training to evaluate new work processes and hazards in all types of workplaces, in an ever-changing economy. The agency also plans to add courses on specific hazards and industries, and provide additional online courses.

The OSHA Training Institute (OTI) in Arlington Heights, Illinois will continue to present basic and advanced occupational safety and health courses for federal and state compliance personnel and state consultation staff. Newly hired compliance officers undergo a mandatory three-year training program to ensure competency and professionalism in conducting safety and health inspections. Safety and health inspectors take seven mandatory OTI courses and up to four additional technical courses in the first three years on the job. To promote improvement in the workplace, OTI courses stress hazard recognition and abatement as well as the application of OSHA standards, policies, and procedures.

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Journey level compliance officers will continue to attend technical courses in the period beyond the first three years of their careers. Technical courses include those directed at reducing fatalities and serious injury/illnesses in high hazard areas such as fall protection, process safety management, combustible dust, oil and gas, cranes and rigging scaffolds, trenching, steel erection, machine guarding, noise, and confined spaces. OTI will leverage the agency's resources by increasing the participation of expert staff from the OSHA National and field offices. These subject matter experts have the specialized knowledge that is important to maintaining quality training course curricula and to providing the agency's perspective on safety and health issues.

OSHA will continue to develop a new whistleblower protection training program that will include new courses on basic and advanced investigative techniques for conducting whistleblower investigations. OSHA has recently revised its Whistleblower Investigation Training and Education Directive. The program requires a three year training plan for Whistleblower Investigators. Currently there are approximately 14 weeks of classes. As new courses are developed in response to the revised Directive, there will be a need for an additional 30 weeks of classes to support the addition of four new courses.

Another priority for OSHA is the development of hazard- and industry-specific courses for compliance officers (e.g., chemical process safety management). As part of this effort, OSHA will redirect some of its resources to hire outside experts where the agency does not have in-house expertise. Examples of such emerging areas include workplace violence in psychiatric care institutions, and hazards associated with tunneling.

OSHA will invest in additional online training. Currently, web-based courses are envisioned for cranes and rigging components and terminology, oil and gas well operations including hydraulic fracturing, industrial hygiene sampling and documentation, principles of electricity and electrical equipment, and an overview of whistleblower statutes for compliance staff. Upfront costs for e-learning management software, online course development, and hosting of online courses will quickly be recovered through decreased staff travel costs. In addition, OSHA will explore locating training at central sites that are geographically closer to the compliance officers and State Plan consultants.

The agency will continue to document courses conducted by OTI and use data from its internal evaluation processes to make continuous improvements in course curriculum. OTI will strive to present courses, webinars, and additional online training that support agency goals and priorities and that meet the needs of OSHA staff.

FY 2015

OSHA will continue to work with other agencies in FY 2015 to maximize its efforts and develop resources and materials that support the Department's Strategic Plan and promote and protect opportunities for American workers. OSHA will continue to focus its compliance assistance and outreach activities on high-hazard industries, vulnerable workers, and support for new or revised standards. A primary focus will be to educate employers about the changes in the reporting requirements and reach out to employers that are now required to maintain records under the

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revisions to OSHA's Recordkeeping and Reporting Occupational Injuries and Illnesses standard. OSHA will selectively and strategically develop and update publications and webpages, translate existing materials into other languages, and develop low-literacy resources to fill gaps in outreach materials related to these agency priorities. It will also continue to seek out and establish Alliances, Strategic Partnerships, and other cooperative relationships with organizations to better reach small businesses and workers within priority industries and populations. As an example, OSHA will sign and initiate work under two National Alliances with the oil and gas industry and agricultural retail industry.

The enacted reduction in funding in both FY 2014 and FY 2015, and the resulting impact on staffing will require a more measured pursuit of these goals. To cite an example, compliance assistance staff will have far less ability to disseminate important information about OSHA initiatives, policy changes, and priorities, such as the recent changes in recordkeeping and reporting. Other outreach efforts, such as the very successful events conducted jointly with consulates and those in support of OSHA's initiatives on fall prevention and temporary workers, both significant issues within workplaces across the US, will be negatively affected.

The agency will also look for additional opportunities to leverage technology to expand the reach of its outreach efforts by using distance learning tools, such as webinars and WebEx sessions, to provide safety and health information to employers and workers. For example, the Alliance with the American Staffing Association hosted a webinar on temporary workers in FY 2014, which will be repeated in FY 2015, in which dozens of employers participated; and the American Society of Safety Engineers will conduct a webinar for their members later in FY 2015. OSHA will also continue to work with the Department to refine its social media messaging on occupational safety and health issues in the news that are important to the agency.

As part of the Department's customer service initiative, OSHA will implement the outreach/compliance assistance component of its customer service plan. This plan includes activities to improve customer service for workers and small businesses, such as consolidating, expanding, and elevating visibility of web-based frequently asked questions, piloting the use of a customer relationship management system to provide workers with real-time statuses on discrimination investigations, expanding the field based Ambassador program to get basic OSHA information into the hands of new small businesses, and increasing marketing and awareness of OSHA's free On-site Consultation Program for small businesses.

Through its cooperative programs, OSHA's National, Regional, and Area Offices will continue to work with businesses, associations, labor groups, and other organizations to help prevent fatalities, injuries and illnesses in the workplace. For example, OSHA will continue to improve the VPP in FY 2015 with special emphasis on maintaining the integrity of the program, building on strategies devised and initiated in FY 2014, such as program policy changes regarding fatalities at VPP sites, and the launch of a demonstration project for active VPP sites covered by OSHA's Process Safety Management standard. In addition, the agency will draw on the experience of its VPP partners as it evaluates the 1989 Safety and Health Management Guidelines.

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OSHA will continue to implement changes resulting from the recommendations during the Department's OIG Report and VPP Workgroup. The recommendations focus on program consistency and oversight, data integrity, and reevaluation of policies for VPP sites with injury and illness rates higher than industry averages. The remaining OIG recommendation regarding the use of a single database to aid in consistency throughout the VPP requires additional research, funding and technical support for a new database system. The agency has initiated a review of one of the established systems being used in the field, and will research software programs, IT support options and internal recruiting options to temporarily detail an employee to a database programmer position. The enacted reduction in funding and the resulting impact on staffing will require a more measured approach to implement these initiatives.

As a result of reduced funding, OSHA will take a more measured approach to implement these initiatives. Few approvals of new VPP sites will be conducted in FY 2015, and the number of reapprovals may also decline which could potentially impact the integrity of the program if reapprovals must be extended beyond the required 36 to 60-month reapproval time period.

Impact on the quality, credibility, and overall value of the program could be seen with the reduced funding and will also impact the strides that OSHA has made in response to key findings in the 2013 OIG report related to timeliness of VPP approvals and reapprovals. In addition, OSHA will not be able to move beyond the exploratory stage to address the data related findings identified by OIG. Funding declines will also negatively impact the identification, development, and sharing of best practice from these sites with other workplaces to address key initiatives, such as that on temporary workers.

Through its Strategic Partnerships, the agency will continue to work on a national level with the Electrical Transmission and Distribution industry to decrease worker fatalities, injuries and illnesses and assist employers with the implementation of the new OSHA Subpart V standards. The agency will also evaluate and implement additional strategies to improve efficiencies (such as obtaining dynamic data for better program analysis and resource allocation), better target OSHA resources (information technology improvements and support) , and meet the goals already noted.

In addition, OSHA will work to more effectively implement and evaluate the impact of existing Alliances and to align their activities to support the agency's goals within the Department's Strategic Plan. OSHA plans to sign 15 new regional and local Alliances, including Alliances with consulates to reach immigrant workers from Mexico and other countries.

A priority of OSHA's compliance assistance program is ensuring that Federal OSHA and State Plan whistleblower investigators have the necessary training and expertise to investigate complaints under an array of whistleblower protection statutes. Similarly, Federal OSHA compliance safety and health officers (CSHOs) and State Plan compliance officers and consultation staff need training to evaluate new work processes and hazards in all types of workplaces. OSHA will attempt to address any remaining backlog in training that developed as a result of reductions implemented during Sequestration. The agency also plans to add courses on specific hazards and industries and provide additional online courses.

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The agency plans to continue development of a redesigned Whistleblower Investigator Training Program to cover the 22 whistleblower protection statutes currently under the jurisdiction of the OSHA Whistleblower Program. The program will also be designed to incorporate any new whistleblower protection statutes that may be enacted in the future.

OSHA also plans to use some of its increase in authorized collection of tuition and fees to supplement the Department's Management Training Program with a new training program for field Supervisors and other Regional or National Office managers. This new program will include three OSHA Leadership Assessment Centers, four new management training courses, two new CSHO Courses, and two Advanced Legal Aspects Courses.

Another priority for OSHA is the development of hazard- and industry-specific courses for compliance officers (e.g., chemical process safety management). As part of this effort, OSHA will hire outside experts where the agency does not have in-house expertise. Examples of such emerging areas include workplace violence in psychiatric care institutions, and hazards associated with tunneling.

The agency will also invest in additional online training. Currently, web-based courses are envisioned for cranes and rigging components and terminology, oil and gas well operations including hydraulic fracturing, industrial hygiene sampling and documentation, principles of electricity and electrical equipment, and an overview of whistleblower statutes for compliance staff. Upfront costs for e-learning management software, online course development, and hosting of online courses will quickly be recovered through decreased staff travel costs.

In addition, OSHA will explore locating training at central sites that are geographically closer to the compliance officers and State Plan consultants. There are additional costs associated with taking a course to training sites across the country (e.g., travel for instructors, training classroom fees, shipping fees for course materials and equipment, and administrative costs to prepare for the course delivery), but moving a variety of courses to off-site training locations can drastically reduce the training travel costs for the field offices.

The agency will continue to document courses taught by OTI and use data from its internal evaluation processes to make continuous improvements in course curriculum. OTI will strive to present courses, webinars, and additional online training that support agency goals and priorities and that meet the needs of OSHA staff. OSHA will also develop compliance assistance materials for new standards that are issued in FY 2015.

OSHA will continue to support the OTI Education Centers Program and the Outreach Training Program by continuing course offerings needed to meet the goals of the agency and the Department, targeting high-risk industries and at-risk populations, including limited-English speakers. These courses, seminars and programs will include training offered in Spanish, and will provide increased training opportunities for private sector and other governmental personnel. The OTI Education Centers and Outreach Training Programs are funded through revenues generated through course fees; only oversight of the programs is funded through the federal budget. OSHA will continue to add resources in modern media formats, in both English and Spanish, to the Resource Center in an effort to increase training resources available to the public

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FY 2014

In FY 2014, OSHA's Compliance Assistance program focused on ensuring that Federal CSHOs and State Plan compliance officers and consultation staff developed the expertise to effectively evaluate the occupational safety and health of all types of workplaces. OSHA also addressed the backlog in compliance officer training that developed as a result of Sequestration cuts in travel and non-mandatory training. OSHA increased training opportunities for compliance personnel by expanding mandatory training from the first three years of a compliance officer's career to adding requirements throughout their career, including requiring compliance personnel to complete six technical courses within their first eight years. In addition, compliance officers will be required to complete at least one technical course every three years, starting with their ninth year. The agency updated the training directive for CSHO's to reflect these changes. In addition, OSHA offered training on a number of new or emerging issues (e.g., crystalline silica in oil and gas well drilling [fracking] operations).

OSHA has also revamped the industrial hygiene (IH) training program, and OTI established a health office with a new director. The office is responsible for updating the IH curriculum, including the development of new technical training courses and webinars such as complex health hazards/standards, indoor air quality, biological hazards, industrial hygiene chemistry, and a revised industrial noise course. An advanced ergonomic assessment course to address workplace musculoskeletal disorders in nursing homes and other industries was added in FY 2014, as well as enhancements to an existing course regarding OSHA's response to major weather events and catastrophes.

OSHA reprioritized its training resources to redesign the training program for whistleblower investigators. There is an urgent need to train technically sound investigators who understand and can investigate complaints under a growing number of whistleblower statutes. This redesign required the development and delivery of additional new courses, including web-based training courses and webcasts, and helped ensure a fully prepared and professional cadre of whistleblower staff.

In FY 2014, OSHA continued to focus its compliance assistance and outreach activities on high-hazard industries and vulnerable workers such as temporary workers, health care workers, oil and gas workers, and workers with limited English proficiency. In FY 2014, the agency held some 1,855 outreach activities on fall prevention, and reached more than one million workers in the "Fall Prevention Stand-down" effort. Highlights of these activities include:

- Developed and disseminated safety and health publications and easy-to-understand reference materials, such as fact sheets, portable QuickCards, and web-based training tools, in a language and format that workers and employers understand.
- Supported key agency safety and health outreach initiatives, including the national campaigns to prevent falls in construction, prevention of heat illness in outdoor workers, and outreach and training to workers in the oil and gas industry. For example:
 - The national construction safety stand-down preliminary data shows that over 7,000 employers with between 1.5 and 2 million workers went to the OSHA website and received certificates of participation. In addition, over 150 public

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events were held across the country, 70 press stories were published, and the National Safety Stand-Down webpage received more than 200,000 visits.

- OSHA's Regional and Area Offices continued to support the heat campaign, including conducting 112 outreach activities in the first quarter of FY 2014.
- OSHA Region VI and the Service, Transportation, Exploration, and Production Safety Networks (STEPS) sponsored a safety stand-down event, training more than 9,000 workers. The event was held to help address the number of fatalities in the oil and gas industry in Region VI.
- Provided outreach to non-profit, community, faith-based, and other organizations that have established relationships with hard-to-reach workers, including temporary, Spanish-speaking and immigrant workers, in industries such as construction, agriculture, transportation, material moving, and service/hospitality.
- Used OSHA's national Alliances and other methods to reach out to non-profit, community and faith-based groups, foreign consulates, and other organizations to share information about worker safety and health and worker rights under the OSH Act. For example, Alliance participants:
 - Developed 14 new products, including fact sheets and toolbox talks, and translated 11 products into Spanish.
 - Provided 10 free training seminars for OSHA staff on topics such as laser safety, scaffolding, mobile cranes, and hazard communication.
 - Supported OSHA key outreach initiatives, including Lamar Outdoor Advertising providing free billboards to support OSHA's national fall prevention stand-down, and OSHA signed an Alliance with the American Staffing Association to support the agency's temporary worker initiative.
 - Signed 10 Alliances with consulates, including Mexico and the Philippines.
- Supported and participated in national, regional, and community events, such as health and safety family fairs, to build productive relationships with organizations and to reach at-risk workers.

OSHA took steps to streamline its compliance assistance efforts in the field by developing and providing training to OSHA field staff and ensuring consistent implementation of cooperative program elements. A workgroup composed of OSHA staff and current Special Government Employees (SGEs) was established to update the policy and procedures manual and to discuss expanding the role of SGEs within the VPP. Webinars on recordkeeping and the VPP evaluation process were provided as well as job aid tools and checklists to help ensure consistency in program implementation. To focus on the integrity and modernization of OSHA's cooperative programs, the agency slowed the growth in the number of new cooperative program participants, particularly in VPP, and focused on ensuring the program standards were being upheld by current program participants. In an continued effort to right size the program with available resources, the agency concentrated its efforts on eliminating the backlog of overdue VPP onsite reapproval evaluations that were due in FY 2014. New applicant onsite evaluations were only scheduled once a region's reapproval backlog was eliminated. The aforementioned approach produced a reduction in the program's reapproval backlog by 75%. Additionally, the Department's OIG finalized and released its report on VPP in December 2013. The recommendations were incorporated into OSHA's existing work plan to begin implementation and/or completion by FY 2015. All seven of the recommendations have been addressed. OSHA

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has completed the workgroup activity to address the resolution of two recommendations and has developed a proposal for the Office of the Assistant Secretary for approval. The agency also developed 17 new Strategic Partnerships and 24 new Alliances in FY 2014.

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DETAILED WORKLOAD AND PERFORMANCE					
		2014	2015	2016	
		Target	Result	Target	Target
Compliance Assistance-Federal					
Strategic Goal 2 - Improve workplace safety and health					
Strategic Objective 2.1 - Secure safe and healthy workplaces, particularly in high-risk industries					
Number of Persons Trained:					
OSHA-ST-01op	Number of persons trained: federal OSHA	5,500[p]	3,392	5,500[p]	5,500[p]
OSHA-ST-02	Number of persons trained: State Plan	3,500	2,914	3,500	3,100
OSHA-ST-03	Number of persons trained: State Consultations	120	460	120	520
OSHA-ST-04	Number of persons trained: Private Sector	10	50	10	10
OSHA-ST-05	Number of persons trained: Federal Agency	300	581	400	400
Resource Center Lending:					
OSHA-ST-06	Items lent	3,000	1,710	3,000	2,000
Education Centers:					
OSHA-ST-08	Number of persons trained in Education Centers	42,000	47,776	43,000	44,000

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DETAILED WORKLOAD AND PERFORMANCE					
		2014		2015	2016
		Target	Result	Target	Target
Outreach Training Program					
OSHA-ST-09	Number trained in Outreach Training Program	760,000	776,961	700,000	725,000
OSHA-ST-11	Develop OSHA Manager Competency Models	--	--	--	3
OSHA-ST-12	Develop new courses	--	--	--	2
OSHA-ST-13	Pilot new courses	--	--	--	2
OSHA-ST-14	Develop and publish Training Directive	--	--	--	1
OSHA-VPP-01op	New VPP Approvals and Re-Approvals	315	302	285	315
OSHA-CAF-01	Strategic Partnerships	16	18	12	15
OSHA-CAF-02	Alliances	15	24	11	15
Strategic Goal 3 - Promote fair and high quality work-life environments					
Strategic Objective 3.2 - Protect workers' rights					
OSHA-Voice-01op	Calls to OSHA hotline	235,000[p]	213,185	240,000[p]	240,000[p]
OSHA-CMPL-03	Formal complaints received	8,000	8,000	9,000	9,000

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DETAILED WORKLOAD AND PERFORMANCE					
		2014		2015	2016
		Target	Result	Target	Target
OSHA-ST-10	Cumulative Number of Training Hours of Federal OSHA Students Trained at OTI	61,000	39,503	61,000	61,000

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

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With the funding requested in FY 2016, OSHA will continue to focus its compliance assistance and outreach activities on high-hazard industries, vulnerable workers, such as temporary workers and workers with limited English proficiency, and support for new or revised standards.

The OSHA Training Institute (OTI) in Arlington Heights, Illinois will continue to present basic and advanced occupational safety and health courses for federal and state compliance personnel and state consultation staff, including mandatory training for newly hired compliance officers, technical courses for journey-level compliance officers and training for whistleblower investigators. OTI will leverage the agency's resources by increasing the participation of expert staff from the OSHA National and field offices. These subject matter experts have the specialized knowledge that is important to maintaining quality training course curricula and to providing the agency's perspective on safety and health issues.

OSHA will also continue to provide occupational safety and health training and education to workers, employers and public sector personnel through the OTI Education Centers Program, the Outreach Training Program, and the Resource Center Lending Program. These initiatives promote safety and health in the workplace by providing training on numerous occupational and safety topics to professionals, labor representatives, and employers, such as the 10- and 30-hour outreach training on hazards in construction, general industry, and maritime operations to workers. These initiatives also support training for workers and employers by lending audiovisual safety and health related materials to members of the public.

The agency will selectively and strategically develop and update publications and webpages, translate existing materials into Spanish and other languages, and develop low-literacy resources to fill gaps in outreach materials related to these agency priorities. Outreach to diverse workforces, including Spanish-speaking, Asian-American and Pacific Islander, immigrant, and temporary and low-literacy workers will be continued and improved.

Over the years, OSHA has leveraged the expertise of its cooperative program partners to provide training in locations and for industries/trades that would not otherwise have been reached. In FY 2015 and FY 2016, OSHA will continue to seek out and establish alliances, partnerships, and other cooperative relationships with organizations to better reach small businesses and workers within high-risk industries. These organizations include employers, trade and professional associations, unions, community and faith-based groups, and Consulates. OSHA will concentrate efforts on cooperative program partners that directly support the Department's Strategic Objective of ***securing safe and healthy workplaces, particularly in high-risk industries***. In addition, the agency will continue a program planned for initiation in FY 2014 to better characterize the impact of cooperative programs and use the resulting data to better target partnerships and mutual projects/events that will have a desired impact.

Over the last three years, OSHA has initiated numerous projects within VPP to improve efficiencies and address consistency, integrity, cost-effectiveness, performance, and data management issues raised in a "top to bottom" internal review in FY 2011 and a subsequent OIG evaluation in FY 2013. In FY 2015, OSHA is focusing attention on program sustainability, evaluating strategies to reduce its overall effort, right-size the demand for approvals and re-approvals each year, and, most importantly, maintain program quality. OSHA will work towards

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eliminating the Corporate and Merit programs, realign the program's goals with those of the agency (emphasizing high-hazard and targeted industries), and work closely with Voluntary Protection Program Participants Association (VPPPA) to develop mutually agreeable procedures that better utilize SGEs.

In FY 2015, OSHA will work to reduce the backlog of overdue VPP re-approvals. This is in direct response to the internal VPP review in FY 2011 and the OIG evaluations. OSHA prioritized this activity and strived to complete onsite evaluation visits during FY 2014. OSHA made effective use of its Special Government Employees (SGEs), including more of these individuals on onsite evaluation teams, which enabled the agency to complete additional onsite visits with its existing resources. Activity is expected to begin to normalize in FY 2015, as the backlog of re-approvals and key recommendations identified by the OIG and other VPP evaluations are addressed. This will enable OSHA to return to a more standard level of approximately 315 annual VPP approvals and re-approvals in FY 2016.

FY 2016 will focus on establishing a compressed on-site schedule for new site approvals and re-approvals of current VPP sites to monitor progress in meeting demonstration programs specifically designed for applicants and participants that are covered by OSHA's process safety management (PSM) standard. On-site evaluations at these sites are lengthier than those conducted at other VPP sites; however, we do not believe the implementation of the demonstration program will affect the VPP reapproval processing cycle. New application will be accepted and evaluated based on available resources. Also, in FY 2016, the new addendum for benchmark data (metrics) will be collected and consolidated for review and analysis. The addendum (Supplement B for existing VPP-PSM participants) will provide OSHA with access to benchmark data (metrics) related to the employers' systems operations and measures. Current VPP sites will be transitioned into the demonstration program during FY 2015 and pending applications will be reviewed to ensure they meet the elements of the demonstration program.

In FY 2015, updates to the VPP Policy and Procedures Manual will be completed. The updated manual will incorporate all previously issued policy memoranda and other programmatic changes made in response to the VPP workgroup review, GAO and IG audits. In FY 2016, the new manual will be finalized to ensure all policy and procedure changes were captured and confirm any additional updates have been incorporated into the manual; immediate implementation will follow.

In FY 2015, OSHA will begin to evaluate options for enhancing or replacing the VPP Automated Database System (VADs). Regional office (RO) and national office (NO) databases will be reviewed to identify key data fields. Once essential data fields are identified, the NO will work with the ROs to identify and pilot a newer database to replace or compliment the current VADs. In FY 2016, OSHA will work towards consolidating VPP applicant and participant data into the new database and validate the transition of data as being completed.

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BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		2014	2015	2016	Diff. 2016 / 2015
11.1	Full-time permanent	31,020	28,997	30,302	1,305
11.3	Other than full-time permanent	82	82	82	0
11.5	Other personnel compensation	357	357	357	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	31,459	29,436	30,741	1,305
12.1	Civilian personnel benefits	9,736	8,265	8,707	442
13.0	Benefits for former personnel	65	65	65	0
21.0	Travel and transportation of persons	1,158	2,359	2,359	0
22.0	Transportation of things	46	46	46	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	10,269	10,577	10,955	378
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	983	983	983	0
24.0	Printing and reproduction	136	136	136	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	3,199	3,719	3,719	0
25.3	Other goods and services from Federal sources 1/	9,531	9,997	12,483	2,486
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	1,800	1,800	1,800	0
26.0	Supplies and materials	531	531	531	0
31.0	Equipment	520	519	519	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	69,433	68,433	73,044	4,611
1/Other goods and services from Federal sources					
	Working Capital Fund	8,323	8,771	11,257	2,486
	DHS Services	608	626	626	0
	Services by Other Government Departments	600	600	600	0

COMPLIANCE ASSISTANCE - FEDERAL

CHANGES IN 2016

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:	
Costs of pay adjustments	\$1,305
Personnel benefits	442
One day more of pay	0
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	378
Rental payments to others	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	2,486
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	\$4,611

Net Program	\$0
Direct FTE	0

	Estimate	FTE
Base	\$73,044	254
Program Increase	\$0	0
Program Decrease	\$0	0

COMPLIANCE ASSISTANCE – STATE CONSULTATION

BUDGET AUTHORITY BEFORE THE COMMITTEE (Dollars in Thousands)				
	2014	2015	2016	Diff. 2016 / 2015
Activity Appropriation	57,775	57,775	57,775	0
FTE	0	0	0	0

Introduction

OSHA's On-site Consultation Program is the agency's premier small business safety and health assistance program. Small businesses often cannot afford to hire in-house safety and health expertise or outside consultants. This activity supports the provision of free and confidential workplace safety and health advice in all states across the country, with priority given to high-hazard worksites. OSHA distributes funding to Consultation Projects as authorized by Section 21(d) of the Occupational Safety and Health Act of 1970 (OSH Act). The program is separate from and independent of OSHA's enforcement program.

By strategically scheduling consultation visits and outreach efforts in high-risk areas, the On-site Consultation Program can leverage OSHA enforcement efforts to have the greatest effect on overall compliance. With more employers in compliance, workplace injuries, fatalities, and illnesses decline. Through on-site Consultation efforts, OSHA encourages companies to voluntarily adopt recommended hazard reduction strategies, implement a structured safety and health management system, and use the system to achieve superior safety and health performance – thereby supporting the Departmental Strategic Objective of securing safe and healthy workplaces, particularly in high-risk industries.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2011	\$54,688	0
2012	\$57,890	0
2013	\$54,862	0
2014	\$57,775	0
2015	\$57,775	0

FY 2016

In FY 2016, the State Compliance Assistance budget activity is requesting \$57,775,000, the same amount as the FY 2015 Enacted level.

In FY 2016, OSHA will continue to support its On-site Consultation Program, which offers free and confidential workplace safety and health advice to small businesses in all states across the country, with priority given to high-hazard worksites. OSHA will continue to distribute funding to Consultation Projects as authorized by Section 21(d) of the OSH Act, and will monitor the effective and efficient use of these funds. The On-site Consultation Program uses consultants

COMPLIANCE ASSISTANCE – STATE CONSULTATION

from State agencies or universities to work with employers to identify workplace hazards, provide advice on compliance with OSHA standards, and assist in establishing safety and health management systems.

OSHA's On-site Consultation Program will conduct a projected 26,745 visits to workplaces and identify over 100,000 serious hazards, thereby removing more than 1.3 million workers from exposure to these hazards in FY 2016.

On-site Consultation Projects will continue to focus their efforts on the identification, assessment, and abatement of workplace hazards. Consultants will also assist with outreach and education efforts to support OSHA's enforcement and regulatory activities and promote the rights of workers in small businesses. To better assist small businesses with practical and affordable solutions to hazard abatement, On-site Consultation Projects will improve communication of Low Cost/No Cost abatement methods gleaned from visits and provide this information in innovative and web-assessable formats.

On-site Consultation Projects will continue to promote the Safety and Health Achievement Recognition Program (SHARP) to small businesses in FY 2016. SHARP recognizes small business employers who operate an exemplary injury and illness prevention program. Worksites that have been accepted by OSHA into SHARP are small business models for worksite safety and health and are exempt from OSHA programmed inspections while in SHARP. OSHA anticipates approximately 200 fewer companies participating in the program in FY 2016 as companies with larger corporate workforces transition from SHARP to the Voluntary Protection Programs (VPP) in response to OSHA's FY 2015 SHARP size policy clarification memorandum, clearing the way for additional small company participants in future years. OSHA will also monitor and refine, as needed, SHARP policies established in FY 2015, including those established to address actions following a fatality or anti-retaliation (11(c)) investigation findings at a SHARP site, ensure criteria within the SHARP program for sites covered by the Process Safety Management (PSM) standard are in alignment with agency chemical safety and security goals, and pilot.

On-site Consultation Projects will continue to support key OSHA initiatives and programs, including its temporary worker initiative, Heat Illness and Fall Prevention, outreach and education to vulnerable workers—including Spanish-speakers, members of the Asian American Pacific Islander community, and others with limited English proficiency — and outreach related to hazards in the oil and gas industries and telecommunication towers. On-site Consultation Projects will also support OSHA's Area Offices in their Local Enforcement Programs (LEPs) by providing needed outreach to impacted employers in the small business community.

In FY 2016, the agency will continue to build upon the successes of collaborative efforts with Small Business Development Centers (SBDCs) and the National Institute for Standards Technology (NIST) Manufacturing Extension Partnerships (MEPs). OSHA will examine the effort launched in FY 2015 to collaborate with the National Institute for Standards Technology (NIST) and the Manufacturing Extension Partnerships (MEPs), and determine if this effort is effective in reaching and educating manufacturers about OSHA's compliance assistance programs. It will use this evaluation and its successes with the SBDCs to work with On-site

COMPLIANCE ASSISTANCE – STATE CONSULTATION

Consultation Projects and identify and create relationships with similar federal, state and local level programs that support small business development.

FY 2015

In FY 2015, OSHA will continue to distribute funding to On-site Consultation Projects as authorized by Section 21(d) of the OSH Act, and will monitor the effective and efficient use of these funds. Health and safety consultants in OSHA's On-site Consultation Program are projected to conduct 27,250 visits to workplaces and identify over 100,000 serious hazards, covering more than 1.3 million workers across the nation in FY 2015. Performance levels in FY 2015 are projected to be slightly higher than in FY 2014 only because performance levels in FY 2014 were affected for over two weeks by the lapse in federal funding. Cost of living increases (estimated at 2 percent annually) and flat funding levels will continue to negatively impact the Program's ability to maintain or increase visit numbers. On-site Consultation Projects anticipate 62 vacancies and unfilled consulting positions nationally in FY 2015, which is a direct result of continued flat funding levels and will lead to a significant decline in capabilities in FY 2016.

On-site Consultation Projects will continue to promote SHARP to small businesses in FY 2015. OSHA will work with the Projects to strengthen the integrity of this program and ensure that Consultation resources are directed appropriately through the clarification and development of key policies. In FY 2015, OSHA will clarify company size eligibility requirement for participation in SHARP and ensure that the assistance provided to reach this level of excellence and are devoted solely to small businesses. OSHA will also create policy to address actions following a fatality at a SHARP site or findings following an anti-retaliation (11(c)) investigation occurs at a SHARP and/or visit in-progress site. To ensure alignment with agency chemical safety and security goals, OSHA will also review its evaluation criteria within the SHARP program for sites covered by the Process Safety Management (PSM) standard.

In FY 2015, OSHA will launch, monitor and provide guidance for a pilot SHARP for the construction industry, scheduled to run five years. The goal of this effort is to create a robust and effective recognition program for non-fixed worksites in this high-hazard industry sector. In 2020, the pilot program will be evaluated for its effectiveness and considered for full implementation.

On-site Consultation Projects will continue to support a marketing evaluation study implemented in FY 2014 that is being conducted by a third party contractor at the request of the Department's Chief Evaluation Officer (CEO). In FY 2015, the study will conclude with the issuance of a report by the contractor that will evaluate the effectiveness of several messaging models and channels, as determined by their ability to encourage businesses to seek Consultation services. Depending on the outcome of this marketing study, a subsequent study may be conducted that would examine injury/illness rates and compliance after worksites receive an On-site Consultation.

OSHA, through the Consultation Program, will continue to develop and use a variety of strategies to protect temporary workers and provide outreach and education to vulnerable workers—including Spanish-speakers, members of the Asian American Pacific Islander

COMPLIANCE ASSISTANCE – STATE CONSULTATION

community, and others with limited English proficiency. These topics will be discussed in workshops and general sessions attended by Consultation Project Managers and senior consultants during the 2015 On-site Consultation Training Conference. OSHA will also continue efforts to provide fall protection services at construction sites and encourage individual On-site Consultation Projects to develop other effective programs for protecting workers. In FY 2015, On-site Consultation Projects will support agency activities and provide outreach related to heat hazards, falls, and hazards in the oil and gas industries, and telecommunication towers.

In FY 2015, the agency will continue to build upon successful efforts initiated in FY 2013 to collaborate with Small Business Development Centers (SBDCs) with the goal of educating many more new businesses about OSHA's On-site Consultation Program and the many free resources the agency has available for small business employers. In a pilot project whose framework was established in FY 2014 in concert with the Pennsylvania (PA) SBDC State Director, OSHA mailed workplace safety and health materials to all 18 SBDC centers in PA. The purpose of this effort was to educate SBDC consultants in PA about workplace safety and health resources available from OSHA. OSHA followed up this effort with a presentation to all PA SBDC directors and many senior PA SBDC consultants at the annual SBDC Meeting in early FY 2015. This successful pilot project will be expanded in FY 2015 and beyond to reach out to other SBDCs nationwide.

OSHA will also launch an effort in FY 2015 to collaborate with the National Institute for Standards Technology (NIST) and work with NIST's Manufacturing Extension Partnerships (MEPs) to educate manufacturers about OSHA's compliance assistance programs. In FY 2015, OSHA will introduce MEPs to OSHA's On-site Consultation Program through activities such as posting blogs, webinars, participating on quarterly calls, and conducting a webinar for MEP members. OSHA will also include representation by MEP at the 2015 On-site Consultation Training Conference. The goal of these collaborations is to enable OSHA to leverage efforts to reach and educate small businesses and distribute occupational safety and health materials to the small business community.

FY 2014

In FY 2014, consultants in the 21(d) Program conducted 23,131 initial visits to small, high-hazard establishments, and provided 1,745 training and assistance visits and 1,858 follow-up visits for a total of 26,734 visits. Performance levels in FY 2014 were lower (2,525 fewer visits) than in FY 2013 because of the lingering effect of the FY 2013 Sequestration and the impact of the lapse in federal funding that lasted for over two weeks at the beginning of FY 2014. Flat funding levels for the On-site Consultation Program, in combination with the estimated two percent annual cost-of-living increases to expenses, also negatively impacted overall performance numbers in FY 2014. As a result, total visits and consequently the total number of serious hazards identified in the workplace, were well below the 29,310 total visit numbers in FY 2012. Fifty-five percent of all visits were to companies with 25 or fewer employees. Eighty-seven percent of all visits were to companies with 100 or fewer employees.

In FY 2014, the On-site Consultation Projects continued to assist the Department's CEO on the evaluative study of OSHA's On-site Consultation Program. The results of the study will

COMPLIANCE ASSISTANCE – STATE CONSULTATION

ultimately be used to evaluate the overall impact of the On-site Consultation Program. In the initial phase of the study, which was conducted in FY 2014, three brochure mailings to 34,000 companies, and three email blasts to 9,000 companies, were used to test marketing messages and methods for reaching companies eligible for On-site Consultation services.

In FY 2014, On-site Consultation Projects supported OSHA awareness campaigns and outreach efforts in traditionally high-hazard areas (e.g., fall prevention, hazards in the healthcare industry, worker exposure to isocyanates, exposure to silica during hydraulic fracturing, and hazards associated with residential construction). On-site Consultation Projects conducted roughly 2,000 visits in 2014 relating to residential construction fall protection, and delivered 400 training sessions and 200 presentations on this topic. On-site Consultation also supported OSHA awareness campaigns and outreach efforts, including the protection of temporary workers, and provided outreach and education to vulnerable workers. Most 21(d) Projects actively addressed these issues in FY 2014; some had an opportunity to share their strategies with all 21(d) Project Managers at the 2014 On-site Consultation Training Conference. The Georgia 21(d) Program, for example, presented a workshop titled, “OSHA Temporary Worker Employment Agency Health and Safety Training.”

In FY 2014, On-site Consultation Projects reached out to Small Business Development Centers (SBDCs) and identified opportunities for collaboration with SBDC State Directors and Area Directors, enabling OSHA to plan strategies for reaching out to all SBDCs. OSHA included the State Director of the Colorado SBDC in a workshop at the 2014 On-site Consultation Training Conference and established a working relationship with the Pennsylvania SBDC State Director’s Office that resulted in mailings of OSHA materials to all 18 SBDCs in that state and an invitation to present during a plenary session at the annual meeting of SBDC state directors and senior consultants in FY 2015.

In 2014, OSHA completed guidance for the National Construction SHARP Pilot and will formally offer the opportunity for all On-site Consultation Projects to participate in the pilot program in FY 2015. SHARP was previously not available for construction worksites.

COMPLIANCE ASSISTANCE – STATE CONSULTATION

DETAILED WORKLOAD AND PERFORMANCE					
		2014		2015	2016
		Target	Result	Target	Target
Compliance Assistance-State Consultations					
Strategic Goal 2 - Improve workplace safety and health					
Strategic Objective 2.1 - Secure safe and healthy workplaces, particularly in high-risk industries					
Consultation Visits					
OSHA-Consultations-01	Initial Visits			22,653	23,131
OSHA-Consultations-02	Training and Assistance		2,140	1,745	2,178
OSHA-Consultations-03	Follow-up Visits		2,030	1,858	2,067
Recognition & Exemption					
OSHA-SHARP-01	SHARP Sites		1,574	1,506	1,606
21(d) Agreements					
OSHA-21d-01	Plan States		24	24	24
OSHA-21d-02	Non-plan States		28	28	28

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

COMPLIANCE ASSISTANCE – STATE CONSULTATION

In FY 2015, health and safety consultants in OSHA’s On-site Consultation Program are expected to conduct over 27,000 visits to worksites and identify over 100,000 serious hazards, covering more than 1.3 million workers nationwide. With the flat funding levels anticipated in FY 2016, OSHA projects approximately 500 fewer visits in FY 2016 which would result in an estimated 85,000 fewer workers removed from workplace hazards.

Nearly 100 fewer companies are projected to participate in the Safety and Health Achievement Recognition Program (SHARP) in FY 2016. This drop in participation is primarily because of new policy implemented in FY 2015 that becomes effective in FY 2016. The new policy restricts participation in SHARP to companies with 250 or fewer employees on-site, and fewer than 500 employees corporate-wide. The impact of the SHARP policy change will be noticed in FY 2016, when some larger companies begin transitioning to VPP. Larger companies exiting SHARP are allowed to stay in the program through November 24, 2015, assuming they meet all other SHARP criteria. Even after November 2015, some larger SHARP companies will be allowed to remain in SHARP for months (until their VPP application is evaluated).

With the flat funding levels expected in FY 2016, the On-site Consultation Projects nationwide are projected to have a net loss of three consultants. Although some new consultants are expected to be hired, more senior consultants are expected to retire or leave for private sector jobs, where salaries are significantly higher. In addition, new employees who could be hired to replace senior consultants will require lengthy training before they are qualified to conduct consultation visits to companies by themselves. As a result, OSHA projects a growing backlog of consultation visit requests.

In FY 2016, the agency will continue to build upon efforts to collaborate with Small Business Development Centers (SBDCs), with the goal of educating many more new businesses about OSHA’s On-site Consultation Program and the many resources the agency has for small businesses. OSHA will also continue efforts to provide fall protection services at construction sites and allow individual On-site Consultation Projects to continue developing other effective programs for protecting workers. Toward this objective, five Consultation Projects are participating in the National Construction SHARP Pilot (NCSP) Program, launched by the National Office in 2014, and scheduled to run for five years. This pilot is designed for construction (non-fixed) worksites with comprehensive effective safety and health programs.

OSHA will also continue to develop programs to reach and protect vulnerable workers, focus on high hazard National and Regional Emphasis Areas, and support the Department of Labor’s evaluative marketing study involving outreach for the On-site Consultation Program. The study, which was operationally completed in FY 2014, involved a mail and email campaign to 34,000 companies to test the effectiveness of different marketing methods and messages. The results of the study, which will identify the most effective marketing messages and channels, will be shared with Consultation Projects at the close of the study to help Projects better target businesses. Depending on the outcome of the study, OSHA anticipates the Department will move forward with a subsequent study that would evaluate, through empirical data, the effectiveness and impact consultation has on workplace injury and illness rates.

COMPLIANCE ASSISTANCE – STATE CONSULTATION

BUDGET ACTIVITY BY OBJECT CLASS (Dollars in Thousands)					
		2014	2015	2016	Diff. 2016 / 2015
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
25.2	Other services from non-Federal sources	57,775	57,775	57,775	0
25.3	Other goods and services from Federal sources 1/	0	0	0	0
41.0	Grants, subsidies, and contributions	0	0	0	0
	Total	57,775	57,775	57,775	0

COMPLIANCE ASSISTANCE – STATE CONSULTATION

CHANGES IN 2016

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Other services from non-Federal sources	0
Other goods and services from Federal sources	0
Grants, subsidies, and contributions	0
Built-Ins Subtotal	\$0

Net Program	\$0
Direct FTE	0

	Estimate	FTE
Base	\$57,775	0
Program Increase	\$0	0
Program Decrease	\$0	0

COMPLIANCE ASSISTANCE – TRAINING GRANTS

BUDGET AUTHORITY BEFORE THE COMMITTEE (Dollars in Thousands)				
	2014	2015	2016	Diff. 2016 / 2015
Activity Appropriation	10,687	10,537	10,687	150
FTE	0	0	0	0

Introduction

This budget activity supports the Susan Harwood Training Grant Program, which provides targeted and capacity-building grant awards to non-profit organizations to provide direct and train-the-trainer training and education to workers on safety and health hazards in the workplace, and their rights under the law. These grants support the Department's Strategic Objective of ***securing safe and healthy workplaces, particularly in high-risk industries*** by ensuring training is focused on vulnerable and hard-to-reach workers (such as immigrant, non-English speaking, limited English proficiency, and low-wage workers), including those in immigrant and underserved populations as well as workers in small businesses. Harwood Training Grants also support the high priority goal of ***protecting workers' rights*** and by informing workers of good safety and health practices and of their rights to a safe and healthy workplace.

This unique program provides in-person, hands-on training and educational programs for at-risk workers in high-hazard industries, small businesses, hard-to-reach workers, and workers with limited English proficiency. The training sessions are generally short in nature (usually one day or less) and often in one- or two-hour increments. Training often occurs at a job site or community-type center and is focused on hazard identification and prevention. Most of the programs include train-the-trainer programs, whose trainers go on to train other workers, leveraging the program's effect. Since the inception of the training grants program, OSHA has received positive feedback from grantees as well as employers of workers trained under the grants. The training and education offered by grantees has improved awareness of conditions in high-risk industries. From meatpacking to construction, these grants have provided workers and employers with the tools they need to make the workplace safer and healthier.

Harwood Grants include Capacity Building Developmental grants, through which OSHA builds safety and health capacity in community-based, employer, labor and other non-profit organizations that have access to at-risk populations, enabling workers to understand the hazards they face, what to do about them and their rights under the law. Many of these training programs are held with labor and management cooperation and contribute to the building of a workplace safety culture. With these multi-year grants, most grantees develop their own train-the-trainer capacity to implement programs that will remain in effect after the grant ends.

Other grant categories include one-year Targeted Topics, which increase opportunities for workers to receive occupational safety and health training on specific topics, including training on recently issued standards, topics that require special attention, and areas where new hazards or novel approaches are being addressed.

COMPLIANCE ASSISTANCE – TRAINING GRANTS

In addition, many grantees in these various categories will develop training materials, which OSHA makes available on the Internet, ensuring that safety and health training information is more widely available and easily accessible to workers and employers. OSHA makes sure that written materials do not duplicate currently existing materials and encourages grantees to use existing materials where available.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2011	\$10,729	0
2012	\$10,709	0
2013	\$10,149	0
2014	\$10,687	0
2015	\$10,537	0

FY 2016

In FY 2016, OSHA requests \$10,687,000 for the Susan Harwood Training Grant Program. At this level, OSHA estimates that 71 grants will be awarded. The agency expects to increase the individual award amounts, while reducing the number of overall grants to enable grantees to provide quality training. Based on the 74 grants estimated to be issued in FY 2015, the agency expects that 80,000 workers and employers will be trained in FY 2016.

The agency will continue to leverage the training and knowledge of nonprofit organizations including employer associations, interfaith and community-based organizations, unions, and academic institutions to target grant funding to serious and emerging workplace hazards. Target audiences for trainings will include small businesses, limited English proficiency workers, non-literate and low literacy workers, young workers, hard-to-reach workers and workers in high-hazard and high fatality industries. Training will target industries ranging from oil and gas, health care, agriculture, meatpacking and poultry processing, sawmilling, warehousing, foundries, construction, nail salons, tree care, and commercial fishing.

In FY 2016, Targeted Topic grants will continue to support the development of quality safety and health training materials and the delivery of training and tools for workers and/or employers at multiple worksites addressing one or more of the occupational safety and health hazard topics OSHA selects for each year's grant solicitation. Capacity Building Pilot and Developmental grants will assist organizations with a demonstrated potential for building an occupational safety and health training program, to assess its needs, priorities, and objectives before developing a full-scale program. As in previous years, topics include, but are not limited to, agricultural safety, blood borne pathogens, fall protection in construction and general industry, chemical hazards, construction road zone hazards, heat illness prevention, amputation hazards, musculoskeletal disorders, effective injury and illness prevention programs, and workplace violence. Many of the courses offered by the grantees will be "train-the-trainer" programs, which leverage the impact of these programs beyond the scope and time of the individual grants.

COMPLIANCE ASSISTANCE – TRAINING GRANTS

FY 2015

At the enacted funding level of \$10,537,000 in FY 2015, OSHA estimates that 74 grants will be awarded. Based on the 78 grants issued in FY 2014, the agency expects that 84,000 workers and employers will be trained in FY 2015. The agency will leverage the training and knowledge of nonprofit organizations including employer associations, interfaith and community-based organizations, unions, and academic institutions to target grant funding to serious and emerging workplace hazards. Target audiences for trainings will include small businesses, limited English proficiency workers, non-literate and low literacy workers, young workers, hard-to-reach workers and workers in high-hazard and high fatality industries. Trainings target industries ranging from oil and gas, health care, agriculture, meatpacking and poultry processing, sawmilling, warehousing, foundries, construction, nail salons, tree care, and commercial fishing.

In FY 2015, Targeted Topic grants will support the development of quality safety and health training materials and the delivery of training and tools for workers and/or employers at multiple worksites addressing one or more of the occupational safety and health hazard topics OSHA selects for each year's grant solicitation. Capacity Building Pilot and Developmental grants will assist organizations with a demonstrated potential for building an occupational safety and health training program, to assess its needs, priorities, and objectives before developing a full-scale program. As in previous years, topics include, but are not limited to, agricultural safety, blood borne pathogens, fall protection in construction and general industry, chemical hazards, construction road zone hazards, heat illness prevention, amputation hazards, musculoskeletal disorders, effective injury and illness prevention programs, and workplace violence. Many of the courses offered by the grantees will be "train-the-trainer" programs, which leverage the impact of these programs beyond the scope and time of the individual grants.

FY 2014

In 2014, OSHA awarded 78 grants. Based on the grants issued in FY 2013, 105,922 workers and employers were trained in FY 2014. Topics included crane safety, fall protection in general industry and construction, electrical safety, heat exposure, chemical safety, construction road zone hazards, amputation hazards, agricultural safety and health, heat illness prevention, and workplace violence. Many "train-the-trainer" programs were offered by grantees. Targeted audiences for trainings included small businesses, limited-English proficiency workers, non-literate and low literacy workers, young workers, hard-to-reach workers and workers in high-hazard and high fatality industries. Trainings targeted industries ranging from health care, agriculture, meat packing and poultry processing, sawmilling, warehousing, tree care, oil and gas, foundries, construction, nail salons, and commercial fishing.

COMPLIANCE ASSISTANCE – TRAINING GRANTS

DETAILED WORKLOAD AND PERFORMANCE					
		2014		2015	2016
		Target	Result	Target	Target
Compliance Assistance-Training Grants					
Strategic Goal 3 - Promote fair and high quality work-life environments					
Strategic Objective 3.2 - Protect workers' rights					
OSHA-Grants-01op	Participants trained as a result of Susan Harwood worker training grants	84,500[p]	105,922	84,000[p]	80,000[p]
OSHA-Grants-02	Percent of Susan Harwood grantees who receive a training observation visit	75%	98%	100%	100%
OSHA-Grants-03	Number of Harwood Grant materials posted to OSHA's webpage	--	--	--	25
OSHA-Grants-20	Targeted Training Grants	38	39	42	39
OSHA Grants 21	Capacity Building Grants	32	39	32	32

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

COMPLIANCE ASSISTANCE – TRAINING GRANTS

At the request level, OSHA estimates 71 grants will be awarded in FY 2016, resulting in an estimated 80,000 workers trained in 2017. Since the majority of grant funds projected in FY16 are anticipated to be used for brand new grantees, the number of projected workers trained will remain fairly low. Most new grantees do not train at all during the first quarter of the grant, and many new grantees do not train during the second quarter. (Note: the number of trainees is impacted by the number of grants issued in the previous fiscal year.) A total of 74 grants are planned for award in FY 2015 and are expected to provide training to 80,000 workers and employers in FY 2016. In 2014, OSHA issued 78 grants which are expected to provide training to 84,000 participants in FY 2015. A total of 105,922 workers and employers were trained in FY 2014 based on the number of grants issued in FY 2013. The total number of workers trained in FY 2014 also included participants trained as part of five 18-month Disaster Relief grants awarded to organizations in FY 2013 to assist with educating workers and employers during the Hurricane Sandy cleanup and recovery efforts in New York and New Jersey. Funding for these grants was provided to the Department through the Disaster Relief Appropriations Act of 2013 to improve and streamline disaster assistance for Hurricane Sandy.

The agency is seeking to improve the performance of the program by maintaining the number of Capacity Building grants that could be funded for multiple years through follow-on funding for existing grants, and by awarding new grants to replace those that expired in FY 2014. These grants allow nonprofit organizations to institutionalize their workplace safety and health capacity and build permanent health and safety capacity within their organizations. OSHA is also expanding the reach and scope of grants to provide outreach and training to underserved populations such as immigrant communities, low-wage workers, and high-fatality industries. Many of the courses offered by the grantees will be “train-the-trainer” programs, which expand the impact of these programs beyond the scope and time of the individual grants. OSHA will post grantee-developed training materials on its website and leverage it to reach and train thousands of workers.

COMPLIANCE ASSISTANCE – TRAINING GRANTS

BUDGET ACTIVITY BY OBJECT CLASS (Dollars in Thousands)					
		2014	2015	2016	Diff. 2016 / 2015
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
41.0	Grants, subsidies, and contributions	10,687	10,537	10,687	150
	Total	10,687	10,537	10,687	150

COMPLIANCE ASSISTANCE – TRAINING GRANTS

CHANGES IN 2016

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Grants, subsidies, and contributions	150
Built-Ins Subtotal	\$150

Net Program	\$0
Direct FTE	0

	Estimate	FTE
Base	\$10,687	0
Program Increase	\$0	0
Program Decrease	\$0	0

SAFETY AND HEALTH STATISTICS

BUDGET AUTHORITY BEFORE THE COMMITTEE (Dollars in Thousands)				
	2014	2015	2016	Diff. 2016 / 2015
Activity Appropriation	34,250	34,250	38,764	4,514
FTE	40	42	47	5

NOTE: FY 2014 reflects actual FTE. Authorized FTE for FY 2014 was 42.

Introduction

This budget activity supports President Obama's Second Term Management Agenda and its goal of effective, efficient government that works better, costs less and supports economic growth by providing for the collection, maintenance, evaluation, and analysis of inspection and statistical data that support all agency activities, particularly standards development, enforcement, technical support, compliance assistance, outreach, and program evaluation. The activity also supports OSHA's information technology (IT) resources, including its popular and informative website, and allows the agency to maintain and enhance its leadership in workplace safety and health by providing reliable, well-managed information, data systems, and web services.

The agency continually updates information on its website on emerging hazards, such as in the oil and gas industry. OSHA's website and web services provide a vast network of compliance assistance information to workers and employers on safety and health topics, publications, training and education materials, job hazard analyses, and assistance targeted to small businesses the agency provides information on its website in languages other than English to provide those who speak English as a second language with information on occupational safety and health. The website also supports a system for online worker complaints about life threatening and hazardous conditions at workplaces.

To align with the agency's current and future strategic objectives, OSHA's new real-time data system, the OSHA Information System (OIS), is bringing a number of overarching benefits to the Department by more comprehensively automating its critical business processes, including enforcement and consultation, and providing a more efficient means for primary users and the public to get accurate data more quickly. The OIS is replacing applications currently on the agency's antiquated National Cash Register (NCR) machines, including: enforcement, consultation, health sampling, establishment processing, injury and illness tracking, time usage tracking, and tracking of compliance assistance activities. A new Whistleblower Database and Application support all of OSHA's Whistleblower Protection Programs. The OIS is providing OSHA with the methods to identify at-risk worker populations to more rapidly and efficiently target appropriate interventions, while concurrently providing the tools to identify trends in occupational fatalities, injuries, and illnesses.

Additionally, the OIS is helping OSHA build and maintain a more accurate database of workplace establishments by continually adding and updating data, allowing for more expedient and accurate data searches. Enhancing the ability of the agency's compliance safety and health officers to generate current and accurate reports is critical to their efforts to tie resources and time to the achievement of productivity measures and performance indicators that support the strategic objective to ***secure safe and healthy workplaces, particularly in high-risk industries.***

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The automation of compliance assistance activities with real-time data will *protect workers' rights* through improved tracking of programs, investigations, and workload goals.

The agency request will enhance the efficiency and effectiveness of agency strategies in the reduction of injuries, illnesses, and fatalities with improved workplace safety and health data by establishing technical expertise in using enhanced analytical methodologies to determine the incidence and prevalence of injuries and chronic disease in the working population. By using data analytics to expand upon what works, OSHA can better protect the safety and health of the American worker.

Five-Year Budget Activity History

Fiscal Year	Funding (Dollars in Thousands)	FTE
2011	\$34,805	42
2012	\$34,739	40
2013	\$32,922	40
2014	\$34,250	42
2015	\$34,250	42

FY 2016

The FY 2016 Request of \$38,763,000 and 47 FTE for Safety and Health Statistics provides for the collection, maintenance, evaluation, and analysis of inspection and other statistical data that support all agency activities. This reflects an increase of \$4,513,000 and five FTE from the FY 2015 Enacted level. Through an investment in data analysis and evaluation, OSHA will have the tools to expand activities that work to protect the safety and health of American workers. The activity also supports improvements in OSHA's service delivery through information technology (IT), including its popular and informative website, and allows the agency to maintain and enhance its leadership in workplace safety and health by providing reliable and well-managed information, data systems, and web services.

The request includes \$3,000,000 for OSHA to consolidate its databases and make them compatible with the DOL operating environment. OSHA provides data to the public and other organizations from the web and through Data.gov. The availability of this data allows searches for specific reported instances of injuries and fatalities across multiple locations for an employer, making workplace safety data more transparent. While these systems have assisted OSHA in fulfilling its mission, the process of making this data available is burdensome as the data resides in multiple locations, nonstandard platforms, and in some cases, on obsolete technology. This request would consolidate these databases to the DOL consolidated data center to make even more data available to the public. Employers and employees will be able to easily and quickly compare their workplace injury and illness experience with similar employers in their industry. By moving to the DOL consolidated data center, OSHA will also modernize its technology and increase the security of the information. The shortcomings that result from the current legacy systems include obsolete technology that does not meet the DOL IT Modernization plan. DOL

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supports consolidation of data centers and cloud technology that will improve delivery of services to the public and administrative efficiency.

The consolidation of OSHA databases on the same platform will improve the quality and consistency of OSHA data that is used for managing the mission and information provided to the public. When this project is completed, OSHA can provide data to the public from its web portal from a single platform, avoiding the nightly transfers among multiple systems. This will bring OSHA IT resources to current standards that will result in improved information security and cost avoidance to support multiple systems. Better management of the programs with increased quality and comprehensive data will result in efficiencies which will enable OSHA to target its resources to those areas where the most serious violations occur and decrease the number of injuries and illnesses in the workplace. In addition, improved customer service will enhance the agency's ability to protect vulnerable workers and ensuring their voice in the workplace.

The FY 2016 request also includes \$900,000 and five FTE for a new Data Analytics Unit that will focus on improving the planning, targeting, implementation, and evaluation of the agency's actions. The Unit will look at preventing occupational illness and injury through the collection of data that will help better identify the strategies and tools to control exposures to workplace hazards. More specifically, it will focus on methods and tools to identify and quantify workplace hazards; evaluate the efficacy of hazard control-techniques; construct and support data dashboards to ensure that OSHA regional and area leadership have the data necessary to better manage and target inspection activities; and facilitate data sharing between OSHA and other agencies. The Unit will also provide support to OSHA's Whistleblower program by examining the investigative process to look for opportunities to streamline and implement further program efficiencies. Enhanced data and analytical capabilities will improve the effectiveness of OSHA's program evaluation functions. Program evaluation is the systematic assessment of the processes and/or outcomes of a program with the intent of furthering its development and improvement. OSHA will use program evaluation to make its programs more efficient and effective. Program evaluation can identify gaps in information and address where OSHA's activities are having the greatest impact. OSHA's success requires it to remain open to continuing feedback and adjusting programs accordingly.

Techniques will include conducting analytic scientific studies which will allow the agency to determine causes and risk factors to prevent traumatic occupational injuries and illnesses. OSHA will have improved analytical data and information for programmatic decision-making. As part of its enhanced analytical efforts, OSHA will also improve its linkages with the data systems of other agencies. The request for an OSHA specific Analytics Unit will not duplicate the efforts by the Department, as the Chief Evaluation Officer (CEO) focuses on large, longer-term studies. It is anticipated that OSHA's Analytics Unit will focus on smaller, rapid response studies that address narrower agency issues, and complement Departmental studies. Agency studies would be more granular in detail, such as response time and the distribution of citations. The goal will be to prevent occupational illness and injury through collection of scientific data that will aid the agency to better define strategies and technologies to control exposures to workplace hazards. As a result, employers and employees will be able to reduce workplace injuries and illnesses.

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The Analytics Unit will also facilitate data sharing between OSHA and other agencies. In the follow-up to the West, Texas fertilizer plant explosion, OSHA, EPA and DHS agreed to increase the sharing of enforcement and targeting data. OSHA's component of this would be accomplished by the Analytics Unit, which would prepare data for sharing, and lead the analysis of data received from other agencies. Increased emphasis on statistical analysis would allow OSHA to better oversee and manage its caseload of pending whistleblower investigations. In addition to management of its current caseload, OSHA could use statistical analysis to track and monitor case flow trends across the 22 different whistleblower statutes that are enforced by the agency, allowing OSHA to predict future changes in its whistleblower caseload and allocate investigative and training resources accordingly. Further, analysis of whistleblower caseload data could help OSHA identify worker populations and/or industry areas to target in the whistleblower program's outreach efforts.

Additionally, by allowing OSHA to identify bottlenecks and other inefficiencies in the investigative process, analysis of whistleblower investigation data could assist OSHA to further improve and streamline the process by which OSHA conducts whistleblower investigations. By allowing OSHA to identify bottlenecks and other inefficiencies in the investigative process, analysis of whistleblower investigation data could assist OSHA to further improve and streamline the process by which it conducts whistleblower investigations.

FY 2015

The FY 2015 Enacted Safety and Health Statistics funding is \$34,250,000, the same as the FY 2014 Enacted level. At this level, OSHA will be able to maintain its leadership in workplace safety and health by providing a reliable, well-managed network, data collection systems, Web services, mobile applications, social-networking opportunities for communicating important safety and health messages, and customer support. The FY 2015 funding for Safety and Health Statistics will support the agency's priority performance strategies of reducing workplace injuries, illnesses and deaths through standard setting and targeted enforcement, and will encourage worker voice by providing enriched data-systems support to the agency's programs that help capture complaints and concerns from workers.

OSHA will use various statistical and analytical techniques to evaluate workplace safety and health issues including research regarding agency programmatic and historical data, trends, leading and lagging indicators, and other types of data such as information regarding emerging hazards and industries which impact worker safety and health. OSHA will focus on methods and tools to identify, quantify, and analyze workplace hazards, with an emphasis on conducting hazard control studies that will provide the agency with improved capabilities to define and characterize risk, establish target levels to reduce exposures to workers, and better define hazard control and reduction strategies. The goal will be to prevent occupational illness and injury through the collection and analysis of scientific data that will enable the agency to better identify and implement strategies and technologies to control, reduce, and eliminate exposures to workplace hazards.

As a result of the elimination of the OSHA Data Initiative (ODI) during Sequestration in FY 2013, OSHA will continue its use of Special Emphasis Programs, such as National Emphasis

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Programs, Regional Emphasis Programs and Local Emphasis programs, to target establishments where hazards exist.

Data gathered from OSHA's revised fatality and severe injury and illness reporting requirements will be made available on the web and through Data.gov to allow searches for specific reported instances of injuries and fatalities across multiple locations for an employer, making workplace safety data more transparent and improving customer service. Employers and employees will be able to easily and quickly compare their workplace injury and illness experience with similar employers in their industry.

The agency has entered a new era of information technology modernization and technological advances that will support OSHA in accomplishing its mission. These information technology efforts, such as laptops and docking stations with Virtual Private Network (VPN) capabilities for every employee, will make the agency more prepared for the 21st Century Department of Labor (DOL). OSHA will continue to seek ways to use technology to engage the public in worker safety and health and to bring relevant and critical safety and health information to available information technology tools or products is being used by the nation's workers from smartphones to YouTube.

OIS will complete the rollout of enhanced capabilities to state enforcement programs begun in 2014. Completion of the rollout will provide all federal and state occupational safety and health programs that have been reliant on the aging technology and databases of the Integrated Management Information System (IMIS) legacy system to migrate from the failing and dated technologies to the OIS as they close out their cases that began in IMIS. Exclusive use of the OIS will provide the states a single web-based resource of enhanced and more accurate and comprehensive enforcement and consultation data to manage their programs, and will provide OSHA with a single set of state data to monitor state effectiveness and compliance.

FY 2014

OSHA continued the consolidation and modernization of its information technology tools to improve efficiency, reduce security and operational risk, and provide timely and up-to-date information to its customers. The agency designed, developed, and implemented an electronic form that enabled citizens to submit whistleblower complaints online which improved efficiency by decreasing paperwork, providing quick and easy access to the form, and reducing the burden on the public.

As a result of the elimination of the ODI during Sequestration in FY 2013, OSHA continued Site Specific Targeting in FY 2014 based upon data previously collected. The ODI data collected to date will continue to provide a large, unique database that will support further research on injury and illness rates and the impacts of agency activities. The data is available to the public and supports additional research and statistical analyses conducted by external experts. The research and analyses activities enabled by this database enhance the efficiency and effectiveness of agency strategies in the reduction of injuries, illnesses and fatalities. OSHA further improved workplace safety and health through the utilization of these data and associated statistical

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analyses by increasing technical expertise in using enhanced analytical methodologies to determine the incidence and prevalence of relevant risk factors.

In FY 2014, OSHA consolidated the IT security boundaries. The previous security posture was costly, imposed burdensome requirements and had to change as a result of the Department's IT modernization project that is transitioning infrastructure resources. OSHA restructured security boundaries and practices to reflect current realities and improved information security.

The OIS rolled out enhancements to its core Consultation module to the states that maintain occupational safety and health consultation programs. These enhancements enable the state consultation programs to use OIS to manage their consultation programs without having to develop their own systems, maximizing efficiencies in the safety and health system. They also allow OSHA to monitor and report the effectiveness of those programs and compliance with statutory requirements, help identify and target high-risk industries, and create and monitor their own local emphasis programs.

The OIS built new reports in response to management requests for monitoring and reporting data and continued to respond to an increasing number of requests for occupational safety and health data from public interest sources. With the increased use of the OIS, agencies were able to more effectively satisfy the demand for more comprehensive, complete, and accurate data and provide improved customer service. The OIS was also enhanced in FY 2014 to allow states with their own occupational safety and health enforcement systems to interface directly with the OIS to provide OSHA with the data it needs to evaluate compliance and effectiveness of their enforcement programs.

At the same time, the OIS was modified and enhanced to allow those states with their own occupational safety and health programs but not their own systems to use the OIS directly. These enhancements provide these states with the direct use of the OIS rather than having to invest in developing their own systems. As with the Consultation enhancements, these enhancements provide the states with a robust tool to manage their enforcement programs and allow OSHA to evaluate the effectiveness of their programs and their compliance with statutory mandates.

SAFETY AND HEALTH STATISTICS

DETAILED WORKLOAD AND PERFORMANCE					
		2014	2015	2016	
		Target	Result	Target	Target
Safety and Health Statistics					
Strategic Goal 2 - Improve workplace safety and health					
Strategic Objective 2.1 - Secure safe and healthy workplaces, particularly in high-risk industries					
Web Usage (million)					
OSHA-SHS- 02	Web site User Sessions	217.30	223.79	222.70	229.00
OSHA-SHS- 03	Non-OSHA	215.60	220.43	221.00	225.00
Electronic Software Systems					
OSHA-SHS- 04	Downloads (millions)	1.34	1.45	1.37	1.51
OSHA-SHS- 05	User sessions	6.25	6.81	6.40	6.54
OSHA-SHS- 06	Web Site Hits (million)	1,638	1,800	1,678	1,710
OSHA-SHS- 07	ODI (log summaries collected)	0	--	0	--
OSHA-SHS- 08	Percentage of Records Made Available to the Public	--	--	--	--
Strategic Goal 3 - Promote fair and high quality work-life environments					

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DETAILED WORKLOAD AND PERFORMANCE					
		2014		2015	2016
		Target	Result	Target	Target
Strategic Objective 3.2 - Protect workers' rights					
OSHA-SHS-01	Number of hits on eTools (million)	3.01	3.28	3.08	3.11
OSHA-Voice-03op	Number of Web Based Requests for Information or Assistance	28,600[p]	22,542	37,060[p]	38,100[p]

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

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This activity provides for the collection, maintenance, evaluation and analysis of inspection and statistical data that support all agency activities, particularly standards development, inspection targeting, technical support, enforcement activities, compliance assistance and program evaluation. It also supports OSHA's efforts to maintain and enhance its leadership in workplace safety and health by providing a dependable, well-managed network, data systems, web services, social-networking opportunities for communicating important safety and health messages, applications, and customer support.

OSHA will continue to seek ways to use technology to engage the public in worker safety and health and bring critical safety and health information to the nation's workers via mobile devices, social media, and emerging technologies. The agency also utilizes these improvements to further the quality and timelines of the data that is offered on its website.

In FY 2016, OSHA will continue to modernize its information technology to improve data quality, strengthen security of OSHA information and further align its technology with the infrastructure of the consolidated Department of Labor's systems. This will promote efficiency and avoid redundancy of investments in such areas as e-mail and security. OSHA will continue to convert and update information on its website to languages other than English to meet the needs of America's workers. The agency will continually update information on hazards as emerging risks arise and new information becomes available that affects workplaces and workers.

SAFETY AND HEALTH STATISTICS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		2014	2015	2016	Diff. 2016 / 2015
11.1	Full-time permanent	4,305	4,235	4,862	627
11.3	Other than full-time permanent	50	50	50	0
11.5	Other personnel compensation	46	47	47	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	4,401	4,332	4,959	627
12.1	Civilian personnel benefits	1,118	1,316	1,494	178
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	69	72	62	-10
22.0	Transportation of things	5	5	5	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	752	774	851	77
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	10	24	24	0
24.0	Printing and reproduction	0	0	0	0
25.1	Advisory and assistance services	942	942	942	0
25.2	Other services from non-Federal sources	11,851	11,267	14,312	3,045
25.3	Other goods and services from Federal sources 1/	4,315	4,731	4,473	-258
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	10,100	10,100	10,917	817
26.0	Supplies and materials	187	187	187	0
31.0	Equipment	500	500	537	37
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	34,250	34,250	38,763	4,513
	1/Other goods and services from Federal sources				
	Working Capital Fund	2,515	2,281	2,023	-258
	Services by Other Government Departments	1,800	2,450	2,450	0

SAFETY AND HEALTH STATISTICS

CHANGES IN 2016

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:	
Costs of pay adjustments	\$101
Personnel benefits	19
One day more of pay	0
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	-17
Transportation of things	0
Rental payments to GSA	27
Rental payments to others	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	-334
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	817
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0
Built-Ins Subtotal	\$613

Net Program	\$3,900
Direct FTE	5

	Estimate	FTE
Base	\$34,863	42
Program Increase	\$3,900	5
Program Decrease	\$0	0

EXECUTIVE DIRECTION

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	2014	2015	2016	Diff. 2016 / 2015
Activity Appropriation	10,973	10,973	11,309	336
FTE	49	49	49	0

NOTE: FY 2014 reflects actual FTE. Authorized FTE for FY 2014 was 49.

Introduction

The Executive Direction activity provides overall leadership, direction and support for agency operations and develops strategic and operating plans to carry out the Secretary's vision. This activity also monitors agency performance in support the Department's strategic objectives of ***securing safe and healthy workplaces*** and ***protecting workers' rights***. Executive Direction includes leadership, management and administrative support/coordination of policy, research, planning, evaluation, internal management, human resources, budgeting, financial control, legislative liaison, federal agency liaison and performance management. Under the agency's executive direction, outcome goals and performance measures are established and tracked. Strategies and priorities are adjusted as needed to achieve the agency's outcome goals and accomplish its mission of reducing workplace injuries, illnesses, and fatalities. OSHA also utilizes the expertise of five advisory committees when developing policy and addressing emerging issues in occupational safety and health.

Five-Year Budget Activity History¹

Fiscal Year	Funding (Dollars in Thousands)	FTE
2011	\$11,513	49
2012	\$11,491	49
2013	\$10,890	49
2014	\$10,973	49
2015	\$10,973	49

¹ Program Administration funding and FTE for FY 2014 and FY 2015 have been adjusted for the indirect cost realignment. The adjustment for FTE in FY 2014 and FY 2015 was made to the authorized FTE level.

FY 2016

OSHA requests \$11,309,000 and 49 FTE for the Executive Direction activity, an increase of \$336,000 over the FY 2015 enacted level.

This activity is responsible for tracking outcome goals and performance measures established under the agency's Operating Plan for promoting worker safety and health. OSHA's Operating Plan presents a solid framework for strategic planning, self-evaluation, and reporting that is firmly rooted in established agency processes that allow for continuous self-improvement. OSHA adjusts strategies and priorities as needed to achieve its outcome goals and accomplish its

EXECUTIVE DIRECTION

mission of reducing workplace injuries, illnesses, and fatalities. OSHA uses the results as a management and diagnostic tool to monitor goals, identify problems early, and make strategic course corrections and improvements.

OSHA tracks all Operating Plan outputs/measures in its Measurement and Reporting System (MARS), and discusses results with program offices at the National, Regional and Area Office levels, as well as with the State Plans, as applicable. The discussions provide valuable information from OSHA employees at all levels, which OSHA uses not only to improve current performance and refine performance measurement, but also to develop the requirements, priorities, and strategies for subsequent Operating Plans.

The agency compares results to quarterly and annual targets for all of the Operating Plan outputs and measures. Additionally, the program offices responsible for the outputs and measures self-assess their performance and identify and explain improvements and shortcomings. If financially and operationally feasible, program offices may re-allocate resources accordingly to address identified priorities and the agency may alter funding allocations and performance targets for any needed strategic course corrections. OSHA discusses performance measure data with its regions at quarterly Regional Administrators meetings, and Regional Offices also share and discuss this data with Area Offices on a regular basis. OSHA also conducts program evaluations and lookback studies to provide further systematic use of data and analysis of agency activities.

OSHA, recognizing that its staff is its greatest strength, continues to work with the Department to address its needs for succession planning and leadership development to revitalize the agency and meet the challenges brought about by changes in technologies, industries, and demographics. The agency will be pursuing new routes of offering training to all staff, particularly for the purpose of developing management competencies. The agency is also seeking additional experienced safety and health compliance officers (CSHOs), whistleblower investigators, and technical staff with appropriate expertise. OSHA is dedicated to a diverse workforce that mirrors the breadth of ethnicities, languages, and physical capabilities of workers in workplaces across the Nation. The agency continues to seek CSHOs who are proficient in a second language in addition to English. Relationships will be cultivated with a wide variety of academic institutions, professional and trade groups, and community organizations to promote career opportunities within the agency. OSHA also is making use of various human-resource tools, such as participating in job fairs and conferences, to address the increasing need for qualified candidates with bilingual language skills.

The agency continues to rely on input from several advisory committees, including the National Advisory Committee on Occupational Safety and Health (NACOSH), the Maritime Advisory Committee on Occupational Safety and Health (MACOSH), the Advisory Committee on Construction Safety and Health (ACCSH), the Whistleblower Protection Advisory Committee (WPAC), and the Federal Advisory Council on Occupational Safety and Health (FACOSH) to help achieve its strategic goals and mission.

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FY 2015

In conjunction with the Department's efforts to address the Federal Employee Viewpoint Survey, OSHA continues to address ways to improve training, leadership development and succession planning, innovation and the performance review process. In FY 2015, OSHA plans to launch a leadership development program for current and aspiring managers, as well as technical and administrative support staff interested in professional development. This agency-specific leadership training, along with rotational assignments and details, will better prepare the agency for attrition and bolster the agency's succession planning program.

To promote performance accountability, OSHA will continue to examine results quarterly and annually for all of the Operating Plan outputs/measures. The program offices responsible for the outputs and measures will self-assess performance as well as identify and explain improvements and shortcomings. National, Regional, and Area Offices will track, monitor, and report their own data on a quarterly, monthly, or weekly basis, as applicable. Weekly conference calls are held with the Regional Administrators to discuss various issues including performance measures. Additionally, regions hold managers' meetings or conference calls several times per year, as needed, to discuss management issues, review performance measures, and provide training. Representatives from the directorates, as well as the career Deputy Assistant Secretary, periodically attend these meetings to provide updates and to discuss the goals and measures in the Operating Plan.

During the fiscal year, the agency will continue to rely on input from several advisory committees, including the National Advisory Committee on Occupational Safety and Health (NACOSH), the Maritime Advisory Committee on Occupational Safety and Health (MACOSH), the Advisory Committee on Construction Safety and Health (ACCSH), the Whistleblower Protection Advisory Committee (WPAC), and the Federal Advisory Council on Occupational Safety and Health (FACOSH) to help achieve its strategic goals and mission.

FY 2014

In FY 2014, OSHA convened several workgroups to address the results of the FY 2013 Federal Employee Viewpoint Survey. These workgroups were tasked with developing programs and process improvements for training, succession planning and leadership development, innovation and performance reviews. Workgroups included senior agency leaders, technical and program staff and met on a recurring basis throughout the fiscal year.

OSHA continued to examine results quarterly and annually for all of the Operating Plan outputs/measures. The program offices responsible for the outputs and measures self-assessed performance as well as identified and explained improvements and shortcomings. National, Regional, and Area Offices tracked, monitored, and reported their own data on a quarterly, monthly, or weekly basis, as applicable. Weekly conference calls were held with the Regional Administrators to discuss various issues including performance measures. Additionally, regions held managers' meetings or conference calls several times during the fiscal year and discussed management issues, reviewed performance measures, and provided training. Representatives

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from the directorates, as well as the career Deputy Assistant Secretary, attended these meetings to provide updates and to discuss the goals and measures in the Operating Plan.

The agency also relied upon input from several advisory committees, including the National Advisory Committee on Occupational Safety and Health (NACOSH), the Maritime Advisory Committee on Occupational Safety and Health (MACOSH), the Advisory Committee on Construction Safety and Health (ACCSH), the Whistleblower Protection Advisory Committee (WPAC), and the Federal Advisory Council on Occupational Safety and Health (FACOSH) to help achieve its strategic goals and mission.

In FY 2014, OSHA successfully implemented the pay.gov system piloted in FY 2013. The system allows secure electronic payments to be made to the agency directly from bank accounts and credit cards.

EXECUTIVE DIRECTION

DETAILED WORKLOAD AND PERFORMANCE					
		2014		2015	2016
		Target	Result	Target	Target
Executive Direction					
Strategic Goal 2 - Improve workplace safety and health					
Strategic Objective 2.1 - Secure safe and healthy workplaces, particularly in high-risk industries					
Committee Meetings					
OSHA- EXD-01	NACOSH meetings		2	1	2
OSHA- EXD-02	MACOSH meetings		2	2	2
OSHA- EXD-03	ACCSH meetings		2	2	2
OSHA- EXD-04	WPAC meetings		3	2	2
OSHA- EXD-07	FACOSH meetings		2	1	2
Evaluations					
OSHA-ESC- 06	Lookback Studies		1	0	1

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

EXECUTIVE DIRECTION

In FY 2016, OSHA will continue to work with the Department to address its needs for succession planning and leadership development to revitalize the agency and meet the challenges brought about by changes in technologies, industries and demographics. The agency will continue to develop and train Compliance Safety and Health Officers (CSHOs), Whistleblower Investigators, and needed technical staff. OSHA is also fully dedicated to a diverse workforce that mirrors the breadth of ethnicities, languages, and physical capabilities of employees in workplaces across the Nation. The agency will continue to seek CSHOs who are proficient in a second language, in addition to English.

OSHA will use an analysis of the results contained within the Department's September 2014 report on the effectiveness of the agency's Site Specific Targeting program to help the agency determine what intervention or combination of interventions result in the greatest level of deterrence. In addition, the Department is also evaluating the agency's On-site Consultation Program with study results anticipated in FY 2015. The agency will address these results in FY 2016 when the findings become available. OSHA will also continue to evaluate its key findings in the Department's Workers' Rights – Access, Assertion, and Knowledge (WRAAK), or "voice" study in the workplace. The evaluation gauged workers' ability to access information on their rights in the workplace, their understanding of those rights, and their ability to exercise rights without fear of recrimination.

EXECUTIVE DIRECTION

BUDGET ACTIVITY BY OBJECT CLASS (Dollars in Thousands)					
		2014	2015	2016	Diff. 2016 / 2015
11.1	Full-time permanent	5,519	5,963	6,091	128
11.3	Other than full-time permanent	102	102	102	0
11.5	Other personnel compensation	67	56	56	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	5,688	6,121	6,249	128
12.1	Civilian personnel benefits	1,483	1,850	1,881	31
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	75	77	77	0
22.0	Transportation of things	1	1	1	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	358	369	382	13
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	115	175	175	0
24.0	Printing and reproduction	113	113	69	-44
25.1	Advisory and assistance services	254	254	254	0
25.2	Other services from non-Federal sources	1,800	898	898	0
25.3	Other goods and services from Federal sources 1/	906	935	1,244	309
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	100	100	0	-100
26.0	Supplies and materials	67	67	67	0
31.0	Equipment	13	13	12	-1
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	10,973	10,973	11,309	336
	1/Other goods and services from Federal sources				
	Working Capital Fund	530	559	868	309
	Services by Other Government Departments	376	376	376	0

EXECUTIVE DIRECTION

CHANGES IN 2016

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:	
Costs of pay adjustments	\$128
Personnel benefits	31
One day more of pay	0
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	13
Rental payments to others	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	-44
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	309
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	-100
Supplies and materials	0
Equipment	-1
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0
Built-Ins Subtotal	\$336

Net Program	\$0
Direct FTE	0

	Estimate	FTE
Base	\$11,309	49
Program Increase	\$0	0
Program Decrease	\$0	0