

FY 2027

CONGRESSIONAL BUDGET JUSTIFICATION

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

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OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

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OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

APPROPRIATION LANGUAGE

SALARIES AND EXPENSES

For necessary expenses for the Occupational Safety and Health Administration, \$582,381,000, including not to exceed \$115,200,000 which shall be the maximum amount available for grants to States under section 23(g) of the Occupational Safety and Health Act (the "Act"), which grants shall be no less than 50 percent of the costs of State occupational safety and health programs required to be incurred under plans approved by the Secretary under section 18 of the Act; and, in addition, notwithstanding 31 U.S.C. 3302, the Occupational Safety and Health Administration may retain up to \$499,000 per fiscal year of training institute course tuition and fees, otherwise authorized by law to be collected, and may utilize such sums for occupational safety and health training and education: Provided, That notwithstanding 31 U.S.C. 3302, the Secretary is authorized, during the fiscal year ending September 30, 2027, to collect and retain fees for services provided to Nationally Recognized Testing Laboratories, and may utilize such sums, in accordance with the provisions of 29 U.S.C. 9a, to administer national and international laboratory recognition programs that ensure the safety of equipment and products used by workers in the workplace: Provided further, That none of the funds appropriated under this paragraph shall be obligated or expended to prescribe, issue, administer, or enforce any standard, rule, regulation, or order under the Act which is applicable to any person who is engaged in a farming operation which does not maintain a temporary labor camp and employs 10 or fewer employees: Provided further, That no funds appropriated under this paragraph shall be obligated or expended to administer or enforce any standard, rule, regulation, or order under the Act with respect to any employer of 10 or fewer employees who is included within a category having a Days Away, Restricted, or Transferred ("DART") occupational injury and illness rate, at the most precise industrial classification code for which such data are published, less than the national average rate as such rates are most recently published by the Secretary, acting through the Bureau of Labor Statistics, in accordance with section 24 of the Act, except— (1) to provide, as authorized by the Act, consultation, technical assistance, educational and training services, and to conduct surveys and studies; (2) to conduct an inspection or investigation in response to an employee complaint, to issue a citation for violations found during such inspection, and to assess a penalty for violations which are not corrected within a reasonable abatement period and for any willful violations found; (3) to take any action authorized by the Act with respect to imminent dangers; (4) to take any action authorized by the Act with respect to health hazards; (5) to take any action authorized by the Act with respect to a report of an employment accident which is fatal to one or more employees or which results in hospitalization of two or more employees, and to take any action pursuant to such investigation authorized by the Act; and (6) to take any action authorized by the Act with respect to complaints of discrimination against employees for exercising rights under the Act: Provided further, That the foregoing proviso shall not apply to any person who is engaged in a farming operation which does not maintain a temporary labor camp and employs 10 or fewer employees: Provided further, That not less than \$3,500,000 shall be for Voluntary Protection Programs.

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

AMOUNTS AVAILABLE FOR OBLIGATION

(Dollars in Thousands)

	FY 2025 Enacted		FY 2026 Enacted		FY 2027 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
Budget Authority Before Committee	1,797	\$632,309	1,639	\$629,309	1,550	\$582,381
Unobligated Balances Brought Forward	0	\$637	0	\$2,871	0	\$0
Spending Authority from Offsetting Collections: Reimbursements	4	\$3,410	6	\$3,610	6	\$3,610
Transfer	0	\$7,050	0	\$0	0	\$0
Total Budgetary Resources	1,801	\$643,406	1,645	\$635,790	1,556	\$585,991

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2026 Enacted	FY 2027 Request	Net Change
Budget Authority			
General Funds	\$629,309	\$582,381	-\$46,928
Total	\$629,309	\$582,381	-\$46,928
Full Time Equivalents			
General Funds	1,639	1,550	-89
Total	1,639	1,550	-89

Explanation of Change

	FY 2026 Enacted		Trust Funds		Federal Funds		FY 2027 Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
Total personnel compensation	1,639	\$209,750	0	\$0	0	\$0	0	\$0
Personnel benefits	0	\$78,552	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$246	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$8,000	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$2	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$19,962	0	\$0	0	\$0	0	\$0
Communications, utilities, and misc.	0	\$1,017	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$902	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$1,448	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$8,557	0	\$0	0	\$0	0	\$0
Other goods and svcs. from Fed. sources	0	\$27,266	0	\$0	0	\$0	0	\$0
Operation and maint. of equipment	0	\$635	0	\$0	0	\$0	0	\$0

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

Supplies and materials	0	\$2,490	0	\$0	0	\$0	0	\$0
Equipment	0	\$3,000	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$195,947	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$150	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act	0	\$937	0	\$0	0	\$233	0	\$233
Working Capital Fund	0	\$70,448	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	+1,639	+\$629,309	0	\$0	0	+\$233	0	+\$233
B. Programs:								
Increase Federal Compliance Assistance			0	\$0	21	\$5,806	21	\$5,806
Shift Resources to Federal Compliance Assistance			0	\$0	39	\$7,298	39	\$7,298
AI/Data Analytics			0	\$0	5	\$6,544	5	\$6,544
Programs Subtotal			0	\$0	+65	+\$19,648	+65	+\$19,648
Total Increase	+1,639	+\$629,309	0	\$0	+65	+\$19,881	+65	+\$19,881
Decreases:								
A. Built-Ins:								
Working Capital Fund	0	\$0	0	\$0	0	-\$6,845	0	-\$6,845
Built-Ins Subtotal	0	\$0	0	\$0	0	-\$6,845	0	-\$6,845
B. Programs:								
Reduce State Programs			0	\$0	0	-\$4,800	0	-\$4,800
Eliminate Harwood Grants			0	\$0	0	-\$12,787	0	-\$12,787
Staff Attrition			0	\$0	-77	-\$29,539	-77	-\$29,539
Shift Whistleblower to Office of Civil Rights			0	\$0	-38	-\$5,540	-38	-\$5,540
Shift Resources from Federal Enforcement			0	\$0	-39	-\$7,298	-39	-\$7,298
Programs Subtotal			0	\$0	-154	-\$59,964	-154	-\$59,964
Total Decrease	0	\$0	0	\$0	-154	-\$66,809	-154	-\$66,809
Total Change	+1,639	+\$629,309	0	\$0	-89	-\$46,928	-89	-\$46,928

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY

(Dollars in Thousands)

	FY 2025 Enacted		FY 2026 Enacted		FY 2027 Request		Diff. FY 2027 Request / FY 2026 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Safety and Health Standards	72	\$21,000	48	\$18,500	44	\$15,700	-4	-\$2,800
General Funds	72	\$21,000	48	\$18,500	44	\$15,700	-4	-\$2,800
Federal Enforcement	1,271	\$243,000	1,176	\$243,000	1,072	\$210,078	-104	-\$32,922
General Funds	1,271	\$243,000	1,176	\$243,000	1,072	\$210,078	-104	-\$32,922
Whistleblower Programs	141	\$26,000	114	\$22,500	76	\$16,667	-38	-\$5,833
General Funds	141	\$26,000	114	\$22,500	76	\$16,667	-38	-\$5,833
State Programs	0	\$116,673	0	\$120,000	0	\$115,200	0	-\$4,800
General Funds	0	\$116,673	0	\$120,000	0	\$115,200	0	-\$4,800
Technical Support	89	\$26,000	74	\$26,000	68	\$22,500	-6	-\$3,500
General Funds	89	\$26,000	74	\$26,000	68	\$22,500	-6	-\$3,500
Compliance Assistance	171	\$154,036	183	\$154,209	243	\$152,536	60	-\$1,673
General Funds	171	\$154,036	183	\$154,209	243	\$152,536	60	-\$1,673
Federal	171	\$79,973	183	\$78,262	243	\$89,376	60	\$11,114
General Funds	171	\$79,973	183	\$78,262	243	\$89,376	60	\$11,114
State Consultation	0	\$61,276	0	\$63,160	0	\$63,160	0	\$0
General Funds	0	\$61,276	0	\$63,160	0	\$63,160	0	\$0
Training Grants	0	\$12,787	0	\$12,787	0	\$0	0	-\$12,787
General Funds	0	\$12,787	0	\$12,787	0	\$0	0	-\$12,787

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

Safety and Health Statistics	15	\$35,500	16	\$35,500	21	\$40,500	5	\$5,000
General Funds	15	\$35,500	16	\$35,500	21	\$40,500	5	\$5,000
Executive Direction	38	\$10,100	28	\$9,600	26	\$9,200	-2	-\$400
General Funds	38	\$10,100	28	\$9,600	26	\$9,200	-2	-\$400
Total	1,797	\$632,309	1,639	\$629,309	1,550	\$582,381	-89	-\$46,928
General Funds	1,797	\$632,309	1,639	\$629,309	1,550	\$582,381	-89	-\$46,928

NOTE: FY 2025 reflects actual FTE.

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

BUDGET AUTHORITY BY OBJECT CLASS

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
11.1 Full-time permanent	212,978	203,669	183,632	-20,037
11.3 Other than full-time permanent	375	375	375	0
11.5 Other personnel compensation	5,706	5,706	5,706	0
12.1 Personnel Benefits	82,418	78,552	70,776	-7,776
12.1 FECA	937	937	1,170	233
13.0 Benefits for former personnel	246	246	246	0
21.0 Travel and transportation of persons	6,500	8,000	8,000	0
22.0 Transportation of things	2	2	2	0
23.1 Rental payments to GSA	24,910	19,962	19,962	0
23.3 Communications, utilities, and misc.	1,016	1,017	1,017	0
24.0 Printing and reproduction	401	902	902	0
25.1 Advisory and assistance services	1,448	1,448	1,448	0
25.2 Other services from non-Federal sources	5,557	8,557	9,851	1,294
25.3 Other goods and svcs. from Fed. sources	24,199	27,266	31,056	3,790
25.3 WCF (Non-Add)	72,103	70,448	63,603	-6,845
25.7 Operation and maint. of equipment	635	635	635	0
26.0 Supplies and materials	990	2,490	2,490	0
31.0 Equipment	1,002	3,000	3,000	0
41.0 Grants, subsidies, and contributions	190,736	195,947	178,360	-17,587
42.0 Insurance claims and indemnities	150	150	150	0
Total	632,309	629,309	582,381	-46,928

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

AUTHORIZING STATUTES

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

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

APPROPRIATION HISTORY

(Dollars in Thousands)

	Budget Estimates to Congress	Appropriations	FTE
2017			
Base Appropriation	\$595,023	\$552,787	1,995
2018			
Base Appropriation	\$543,257	\$552,787	1,923
2019			
Base Appropriation	\$549,033	\$557,787	1,911
2020			
Base Appropriation	\$557,533	\$565,587	1,865
2021			
Base Appropriation	\$576,813	\$591,787	1,884
2022			
Base Appropriation	\$664,624	\$612,015	1,959
2023			
Base Appropriation	\$701,405	\$632,309	2,069
2024			
Base Appropriation	\$738,668	\$632,309	1,962
2025			
Base Appropriation	\$655,463	\$632,309	1,810
2026			
Base Appropriation	\$582,381	\$629,309	1,639
2027			
Base Appropriation	\$582,381	\$0	1,550

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

OVERVIEW

Established in 1971 by the Occupational Safety and Health Act (OSH Act) (Public Law 91-596), the Occupational Safety and Health Administration's (OSHA) mission is to assure safe and healthful working conditions for workers by setting and enforcing workplace safety and health standards and facilitating employers' voluntary efforts to comply with those standards by providing training, outreach, education, and assistance. OSHA is also responsible for administering the whistleblower protection provision, Section 11(c) of the OSH Act, to prevent any person from discharging, or in any manner retaliating, against any employee who has exercised their safety and health rights.

In FY 2027, OSHA is requesting \$582,381,000 in discretionary funding and 1,550 full-time equivalent employees (FTE) plus six reimbursable FTE, a decrease of \$46,928,000 and 89 FTE from the FY 2026 Enacted level. OSHA's FY 2027 budget request supports a reduction in worker exposure to workplace hazards by investing in compliance assistance resources and self-audit programs aimed to facilitate employers' voluntary efforts to comply with federal safety and health standards. OSHA will provide employers with incentives to work with the agency voluntarily by limiting the use of their self-audit results in the agency's enforcement activities, reducing penalties for employers acting in good faith, and allowing employers to respond to certain complaints and referrals before OSHA conducts a worksite inspection.

It will also allow the agency to strategically utilize enforcement efforts and pivot toward a more efficient, less penalty-dependent enforcement program that eases the burden on small businesses by reducing the total penalties and using enforcement strategies to target the most egregious and persistent violators. OSHA also plans to review and revise current efforts to engage employers who disregard their obligations under the OSH Act, especially employers with a history of willful and repeat violations, and criminal violations. OSHA will realign resources and increase operational efficiency in several program areas to more effectively deliver services to the public. The agency will investigate and, at the appropriate time, consolidate certain activities across the agency's programs and place staff with required expertise into a single management structure. OSHA will also investigate and, at the appropriate time, incorporate space consolidations and end leases when sensible.

The agency will also evaluate the effectiveness of programs that use establishment level data of previous workplace injuries and illnesses to ensure that inspections focus on the highest hazard industries and workplaces. OSHA's budget request includes an increase of \$6,544,000 and 5 FTE for the Safety and Health Statistics budget activity to enhance the agency's Artificial Intelligence (AI) and data analytics capabilities. The request will allow OSHA to modernize how it manages and uses its data, enabling more efficient targeting of outreach and resources, earlier identification of emerging hazards, and improved voluntary engagement through programs such as the Voluntary Protection Programs (VPP). The project will strengthen internal capacity to align with the Department's AI Roadmap, increase staff productivity through automation, and increase transparency by expanding access to reliable data for employers and the public. By making better use of the data it already collects, OSHA can enhance its operational efficiency while helping employers prevent injuries and save lives.

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

OSHA's budget request also includes an increase of \$5,806,000 and 21 FTE for the Compliance Assistance - Federal budget activity to deliver targeted outreach and assistance to employers and workers. The agency maintains a substantial and wide-ranging compliance assistance program of outreach, training, guidance, and safety campaigns to provide extensive assistance to employers of all sizes, but particularly to small businesses. The additional funds will allow OSHA to increase outreach, training, and assistance to employers and trade associations, particularly in high-hazard industries, and allow OSHA to leverage industry expertise and raise awareness around emerging and evolving workplace hazards. Additionally, the increased funding will allow OSHA to expand the number of cooperative program participants, particularly in the VPP and Safety Champions Program (SCP). Expanding and strengthening the SCP is a critical strategy for building engagement in all OSHA cooperative programs and is the Agency's Priority Goal (APG) for FY 2026 and FY 2027.

In addition, OSHA will shift \$7,298,000 and 39 FTE from the Federal Enforcement budget activity to Compliance Assistance - Federal budget activity to allow the agency to expand its compliance assistance efforts by permitting OSHA representatives to provide one-on-one worksite assistance to employers pursuant to every inspection. OSHA will revise the position descriptions of experienced Compliance Safety and Health Officers (CSHOs) to include greater emphasis on compliance assistance activities. Making worksite assistance a part of every inspection allows for efficient use of agency resources, provides for immediate and effective communication with employers and workers at all worksites inspected, encourages proactive engagement with the agency in the longer term, and enables OSHA to share information about the resources and tools associated with other DOL agencies in a positive and proactive manner. These worksite assistance interactions are of particular importance for small businesses, who may need more assistance in developing workplace safety and health programs and may not yet be aware of the many resources OSHA provides to support them, including the On-Site Consultation Program and other cooperative programs.

OSHA's request reflects the elimination of the Susan Harwood Training Grant Program, because the grants are wasteful and unnecessary given that there is limited evidence of success, and the agency has other compliance assistance programs and tools that are more effective than Harwood Grants. These include Alliances, Strategic Partnerships, On-Site Consultation, and numerous targeted outreach events, such as the National Safety Stand-Down to Prevent Falls in Construction, that provide information on workplace safety and health to the public.

OSHA's budget request supports priorities identified by the Secretary, including shifting non-OSH Act whistleblower responsibilities within the Department of Labor (DOL) to the newly created Office of Civil Rights (OCR). The 24 whistleblower protection statutes that will be administered by OCR instead of OSHA protect employees who report violations of various safety, 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.

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

BUDGET ACTIVITIES

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

Safety and Health Standards: The Safety and Health Standards budget activity request for FY 2027 is \$15,700,000 and 44 FTE, which reflects a decrease of -\$2,800,000 and -4 FTE from the FY 2026 Enacted level. This request includes a program decrease of -\$2,537,000 and -4 FTE due to staff attrition.

Federal Enforcement: The Federal Enforcement budget activity request for FY 2027 is \$210,078,000 and 1,072 FTE, which reflects a decrease of -\$32,922,000 and -104 FTE from the FY 2026 Enacted level. This request includes a program decrease of -\$23,865,000 and -65 FTE due to staff attrition and a shift in resources of -\$7,298,000 and -39 FTE to the Compliance Assistance - Federal budget activity.

Whistleblower Programs: The Whistleblower budget activity request for FY 2027 is \$16,667,000 and 76 FTE, which reflects a decrease of -\$5,833,000 and -38 FTE below the FY 2026 Enacted level. This request includes a program decrease of -\$5,540,000 and -38 FTE to transfer non-OSH Act Whistleblower responsibilities to the newly created Office of Civil Rights.

State Programs: The State Programs budget activity request for FY 2027 is \$115,200,000 and 0 FTE, which reflects a decrease of -\$4,800,000 and 0 FTE below the FY 2026 Enacted level.

Technical Support: The Technical Support budget activity request for FY 2027 is \$22,500,000 and 68 FTE, which reflects a decrease of -\$3,500,000 and -6 FTE below the FY 2026 Enacted level. This request includes a program decrease of -\$3,051,000 and -6 FTE due to staff attrition.

Compliance Assistance - Federal: The Compliance Assistance - Federal budget activity request for FY 2027 is \$89,376,000 and 243 FTE, which reflects an increase of \$11,114,000 and 60 FTE above the FY 2026 Enacted level. This request includes a program increase of \$5,806,000 and 21 FTE to enable the agency to increase the number of Compliance Assistance Specialists (CASs) and deliver targeted outreach and assistance to employers and workers. It also includes a shift in resources of \$7,298,000 and 39 FTE from the Federal Enforcement budget activity to allow the agency to expand compliance assistance efforts by permitting CSHOs to provide one-on-one worksite assistance to employers pursuant to every inspection.

Compliance Assistance – State Consultation: The Compliance Assistance – State Consultation budget activity request for FY 2027 is \$63,160,000 and 0 FTE, which is the same as the FY 2026 Enacted level. The funds will support the On-Site Consultation Program.

Compliance Assistance - Training Grants: The Compliance Assistance – Training Grants budget activity request for FY 2027 is \$0 and 0 FTE, which reflects elimination of the Susan Harwood Training Grant Program.

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

Safety and Health Statistics: The Safety and Health Statistics budget activity request for FY 2027 is \$40,500,000 and 21 FTE, which reflects an increase of \$5,000,000 and 5 FTE above the FY 2026 Enacted level. This request includes a program increase of \$6,544,000 and 5 FTE to allow OSHA to enhance the agency's artificial intelligence (AI) and data analytics capabilities.

Executive Direction: The Executive Direction budget activity request for FY 2027 is \$9,200,000 and 26 FTE, which reflects a decrease of -\$400,000 and -2 FTE below the FY 2026 Enacted level. This request includes a program decrease of -\$86,000 and -2 FTE due to staff attrition.

SAFETY AND HEALTH STANDARDS

BUDGET AUTHORITY BEFORE THE COMMITTEE

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
Activity Appropriation	21,000	18,500	15,700	-2,800
FTE	72	48	44	-4

NOTE: FY 2025 reflects actual FTE.

Introduction

Ensuring employers provide their workers with a safe and healthy workplace is the core mission of OSHA. To accomplish this mission, OSHA uses both regulatory and non-regulatory approaches to address a broad array of workplace safety and health hazards in support of the President’s priorities, including ensuring the Nation’s workers are valued and working in safe conditions and that all workers can thrive in their jobs. The agency’s standards and guidance products extensively cover occupational safety and health hazards in a wide range of workplaces and industries, including general industry, construction, and maritime. Additionally, OSHA has a robust agenda of activity to comply with President Trump’s Executive Order on Unleashing Prosperity Through Deregulation.

OSHA continually evaluates hazards and risks to the health and safety of workers. The agency identifies areas where new health and safety standards are necessary to protect workers. The agency also evaluates existing standards to determine when updates are necessary to remain relevant by reflecting current health studies, technologies, and approaches, as well as considering updated national consensus standards. The agency engages in deregulatory activities as well to modernize standards in ways that allow new technologies and / or reduce the regulatory burden on employers, while maintaining a high level of workplace safety and health.

During the rulemaking process, the agency must meet the legal and administrative requirements under the Occupational Safety and Health (OSH) Act, other applicable legislation passed by Congress, and Executive Orders. The standard-setting process is complex, carrying with it the force of law, and involves several steps and comprehensive stages of review. OSHA’s rules must be accompanied by analyses, based on the best available evidence, to clearly identify the risk of the hazard being addressed and the impacts of regulatory requirements on employers and the economy, offer proof that the new standard will appropriately address that risk, and ensure the requirements are technologically and economically feasible. Such analyses provide multiple opportunities to collect comments and information from the public, affected workers, industries, and other stakeholders. OSHA’s scientific analyses to support rulemaking actions sometimes must also be peer-reviewed, and a Small Business Regulatory Enforcement Fairness Act (SBREFA) panel must be conducted when regulatory options under consideration have the potential to produce a significant economic impact on small businesses.

SAFETY AND HEALTH STANDARDS

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

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2022	\$19,500	70
2023	\$21,000	74
2024	\$21,000	74
2025	\$21,000	71
2026	\$18,500	48

FY 2027

In FY 2027, OSHA is requesting \$15,700,000 and 44 FTE for the Safety and Health Standards activity, which reflects a net decrease of -\$2,800,000 and -4 FTE below the FY 2026 Enacted level. This request includes a program decrease of -\$2,537,000 and -4 FTE for staff attrition. This program decrease will leave OSHA with sufficient rulemaking staff to meet the President’s goals as expressed through the regulatory agenda.

FY 2026

In FY 2026, OSHA plans to continue its efforts on deregulatory initiatives aimed at easing business burdens while maintaining worker safety standards. OSHA also aims to produce 20 guidance products covering various safety and health topics and to continue progress on initiatives like creating a library of resources and tools for developing safety and health programs.

FY 2025

In FY 2025, OSHA aligned the agency’s priorities with the new Administration, especially regarding deregulatory rulemakings. OSHA published 24 deregulatory Notice of Proposed Rulemakings (NPRMs) in this fiscal year. In addition, the agency terminated the rulemaking on Occupational Injury and Illness Recording and Reporting Requirements related to musculoskeletal disorders.

SAFETY AND HEALTH STANDARDS

The agency also held public hearings on its proposed Heat Injury and Illness standard. Finally, OSHA published a final standard on Personal Protective Equipment (PPE) in Construction, and a correction notice on requirements in the Hazard Communication standard.

SAFETY AND HEALTH STANDARDS

WORKLOAD AND PERFORMANCE SUMMARY					
	FY 2025 Enacted		FY 2026 Enacted	FY 2027 Request	
	Target	Result	Target	Target	
Safety and Health Standards					
OSHA-STAN-01	Notices of Proposed Rulemaking	3	24	2	3
OSHA-STAN-02	Final rules	3	2	25	2
OSHA-STAN-03	Guidance/Informational Materials	30	22	20	20

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

SAFETY AND HEALTH STANDARDS

Workload and Performance Narrative

OSHA must follow established procedures and meet legal requirements set by the OSH Act and other statutes when developing new standards or revising existing standards. Some rulemakings take longer and require more resources because they involve development of more extensive supporting analyses, are subject to enhanced procedural requirements (e.g., peer review, review under the Small Business Regulatory Enforcement Fairness Act), and involve greater stakeholder involvement. Given the multi-year rulemaking process, resources available during a given year do not necessarily translate into measurable output for that year.

In FY 2027, the agency plans to complete deregulatory activity, produce 20 guidance products related to safety and health topics, and continue updating guidance on other safety and health topic pages, as needed.

In FY 2026, OSHA will continue to advance several deregulatory initiatives to reduce the burden on businesses without jeopardizing worker safety standards. OSHA also expects to produce 20 guidance products related to safety and health topics. Additionally, OSHA will be able to make further progress on initiatives such as developing a library of resources and tools for developing safety and health programs.

In FY 2025, OSHA aligned the agency's priorities with the new Administration, including deregulatory rulemakings such as Interpretation of the General Duty Clause: Limitation for Inherently Risky Professional Activities; Amending the Medical Evaluation Requirements in the Respiratory Protection Standard for Certain Types of Respirators; 1,2-dibromo-3-chloropropane; 1,3-Butadiene; 13 Carcinogens (4-Nitrobiphenyl, etc.); Acrylonitrile; Asbestos; Benzene; Cadmium; Coke Oven Emissions; Construction Illumination; Cotton Dust; Ethylene Oxide; Formaldehyde; House Falls in Marine Terminals; Inorganic Arsenic; Lead; Methylene Chloride; Methylenedianiline; Occupational Exposure to COVID-19 in Healthcare Settings; Open Fires in Marine Terminals; Rescission of Coordinated Enforcement Regulations; Safety Color Code for Marking Physical Hazards; Textiles; Sawmills; Safety Color Code for Marking Physical Hazards for Shipyard Employment; and, Vinyl Chloride. The agency revised numerous guidance documents to comply with Executive Orders. In FY 2025, the agency published a final rule on Personal Protective Equipment in Construction and a Correction/Technical Amendment on the Hazard Communications standard.

SAFETY AND HEALTH STANDARDS

BUDGET ACTIVITY BY OBJECT CLASS

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
11.1 Full-time permanent	9,038	7,171	5,344	-1,827
11.3 Other than full-time permanent	67	67	67	0
11.5 Other personnel compensation	309	309	309	0
12.1 Personnel Benefits	3,850	2,999	2,289	-710
12.1 FECA	111	111	139	28
13.0 Benefits for former personnel	4	4	4	0
21.0 Travel and transportation of persons	209	257	257	0
23.1 Rental payments to GSA	1,619	1,403	1,403	0
23.3 Communications, utilities, and misc.	48	48	48	0
24.0 Printing and reproduction	173	389	389	0
25.2 Other services from non-Federal sources	272	935	935	0
25.3 Other goods and svcs. from Fed. sources	1,367	1,637	1,637	0
25.3 WCF (Non-Add)	3,929	3,159	2,868	-291
26.0 Supplies and materials	3	9	9	0
31.0 Equipment	1	2	2	0
Total	21,000	18,500	15,700	-2,800

SAFETY AND HEALTH STANDARDS

CHANGES IN FY 2027

(Dollars in Thousands)

Activity Changes

Built-Ins

Federal Employees' Compensation Act	\$28	
Working Capital Fund	-\$291	
Built-Ins Subtotal	-\$263	

Base	\$18,500	48
Program Decreases	-\$2,537	-4
Net Program Subtotal	-\$2,537	-4
Total Activity Appropriation	\$15,700	44

	Amount	FTE
Base	\$18,500	48
Program Increases	\$0	0
Program Decreases	-\$2,537	-4

FEDERAL ENFORCEMENT

BUDGET AUTHORITY BEFORE THE COMMITTEE

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
Activity Appropriation	243,000	243,000	210,078	-32,922
FTE	1,271	1,176	1,072	-104

NOTE: FY 2025 reflects actual FTE.

Introduction

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

OSHA’s enforcement strategies include prioritizing inspections at workplaces with specific hazards or those in high-hazard industries. In numerous cases, such inspections have resulted in identification of egregious and persistent violators of the OSH Act. By reaching the most hazardous worksites and facilities, the agency helps secure safe and healthy workplaces and reduce workplace injuries, illnesses, and deaths, while working with employers to achieve abatement of hazards identified during enforcement activities.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2022	\$236,000	1,375
2023	\$243,000	1,467
2024	\$243,000	1,375
2025	\$243,000	1,292
2026	\$243,000	1,176

FY 2027

FEDERAL ENFORCEMENT

In FY 2027, OSHA is requesting \$210,078,000 and 1,072 FTE for the Federal Enforcement activity, which reflects a net decrease of -\$32,922,000 and -104 FTE below the FY 2026 Enacted level. This request contains two program decreases totaling -\$31,163,000 and -104 FTE, including a program decrease of -\$23,865,000 and -65 FTE for staff attrition and a program decrease of -\$7,298,000 and -39 FTE to shift resources from enforcement to federal compliance assistance. In FY 2027, OSHA estimates that the agency will conduct 22,040 inspections, including 19,836 safety inspections and 2,204 health inspections.

OSHA anticipates that approximately 70-80 percent of inspections initiated will be unprogrammed. In general, unprogrammed inspections are those where OSHA responds to an event, while programmed inspections are planned by OSHA to target specific workplace hazards or high-hazard workplaces. OSHA estimates that approximately 20-30 percent of inspections will be programmed and intends to continue initiating programmed inspections in accordance with current National Emphasis Programs (NEPs) and Local Emphasis Programs (LEPs), Site-Specific Targeting (SST), and Construction Targeting (C-TARG), as resources allow. The agency will continue to target the most egregious offenders and the most dangerous workplaces and focus on the employers that show indifference to their safety and health obligations.

To modernize the Agency's delivery of Citations and Notifications of Penalty, OSHA is also requesting to change to electronic delivery as the primary delivery method, with USPS certified mail or alternate carrier with receipt confirmation as backup options when electronic delivery is not feasible or available. Use of electronic means for delivery of citations allows faster notification to employers about worker hazards and facilitates faster abatement of those hazards. A transition to electronic delivery of citations presents no significant risk to OSHA's mission and will improve effectiveness and efficiency with a lower cost for citation delivery.

FY 2026

In FY 2026, OSHA plans to conduct 20,855 inspections, including 18,769 safety and 2,086 health inspections. The agency plans to conduct about half of all inspections in the construction industry. OSHA will continue to prioritize quick responses to complaints, referrals, fatalities, and catastrophes by responding to and initiating fatality and catastrophe investigations within one working day of notification 98 percent of the time. OSHA will also conduct an inspection within 5 working days or an investigation within 1 working day of notification of a complaint 99 percent of the time. In addition, OSHA intends to support small businesses by providing penalty relief as well as worksite assistance during inspections.

FY 2025

In FY 2025, OSHA conducted 30,283 inspections, including 25,257 safety inspections and 5,026 health inspections. Roughly half of all inspections were conducted in the construction industry (15,906 inspections). Additionally, 35 percent of all inspections were conducted in accordance with emphasis programs addressing the four most common serious hazards (e.g. falls, electrocution hazards, struck-by, and caught-in/caught between) seen regularly in the construction and general industry sectors. Though the overall FY 2025 inspection target was not met, OSHA's Enforcement Impact Index (EII) value for FY 2025 was 83,615, exceeding the

FEDERAL ENFORCEMENT

goal of 60,122. The EII incentivizes Compliance Safety and Health Officers (CSHOs) to spend more time on complex, impactful inspections.

OSHA responded to and initiated fatality and catastrophe investigations within one working day of notification 98 percent of the time. OSHA responded to 30,887 complaints in FY 2025 and conducted an inspection within 5 working days or an investigation within 1 working day 99 percent of the time. These metrics support OSHA's focus on timely responses, which are critical to the agency's mission.

FEDERAL ENFORCEMENT

WORKLOAD AND PERFORMANCE SUMMARY					
		FY 2025 Enacted		FY 2026 Enacted	FY 2027 Request
		Target	Result ¹	Target ²	Target
Federal Enforcement					
Federal Compliance Inspections					
OSHA- FCI-01op	Safety Inspections	25,314	25,257	18,769	19,836
OSHA- FCI-02op	Health Inspections	6,329	5,026	2,086	2,204
Total		31,643	30,283	20,855	22,040
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%	99%	95%	95%
OSHA- FtCT-01	Percent of fatality and catastrophe investigations initiated within one working day of notification	98%	99%	98%	98%
OSHA-FCI- 04op	Construction Inspections	17,806	15,906	10,636	11,240
OSHA-FCI- 07	Enforcement Impact Index Total	60,122	83,615	41,069	43,402
OSHA-FCI- 08	Phone and Fax non-formal investigations	23,500	24,162	24,500	24,500

¹ Targets and FTE reflect a reprogramming to avoid reductions in Federal Enforcement.

² Targets and FTE reflect a reprogramming to avoid reductions in Federal Enforcement.

FEDERAL ENFORCEMENT

WORKLOAD AND PERFORMANCE SUMMARY				
	FY 2025 Enacted		FY 2026 Enacted	FY 2027 Request
	Target	Result¹	Target²	Target
OSHA-FCI-09 Severe Injury Reporting – Rapid Response Investigations	8,700[p]	9,334	9,750[p]	9,750[p]
OSHA-FCI-10 Severe Injury Reporting – Severe Injury Inspections	2,900	3,444	3,250	3,250
OSHA-FED-01op Federal Agency Inspections	698	514	417	441

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

FEDERAL ENFORCEMENT

Workload and Performance Narrative

The requested funding supports the promotion of safe working conditions. In FY 2027, OSHA estimates that the agency will conduct 22,040 inspections, including 19,836 safety inspections and 2,204 health inspections, and will reach an EII value of 43,402. OSHA's continued need to respond to severe injury reports (SIR) with lower numbers of FTE may result in a higher percentage of unprogrammed activities compared to previous years. The agency estimates that about 75 percent of SIRs will be addressed through rapid response investigations (RRIs) and 25 percent will result in inspections, as outlined in OSHA's "Revised Interim Enforcement Procedures for Reporting Requirements under 29 C.F.R. 1904.39," published March 4, 2016. In FY 2027, OSHA will focus resources on the most egregious offenders and the most dangerous workplaces, as well as the employers that show indifference to their safety and health obligations and non-construction workplaces with higher-than-average injury and illness rates.

In FY 2027, OSHA will continue its goal of responding to complaints, fatalities, and catastrophes in an expeditious manner, supporting American workers. OSHA intends to inspect or investigate 95% of complaints received in a timely manner. In addition, OSHA's goal is to respond to 98% of fatalities or catastrophes within one business day.

In FY 2027, OSHA will also continue to focus on serious hazards in the construction industry with 11,240 planned construction inspections. OSHA's C-TARG program is intended to help OSHA's compliance staff identify construction sites with the highest probable number of construction hazards such as falls, electrical, struck-by, and caught-between hazards. These four hazards account for more than half of all construction fatality incidents and are a high priority for the agency.

In FY 2026, OSHA plans to focus enforcement efforts on the most hazardous workplaces. OSHA intends to conduct 20,855 inspections (18,769 safety inspections and 2,086 health inspections), 10,636 construction inspections, and have an EII value goal of 41,069. OSHA will continue the agency's focus on workers with prompt response times to complaints, referrals, fatalities, and catastrophes. OSHA also intends to provide penalty relief for small employers by reducing penalties and restructuring policies for small businesses. The agency aims to encourage employers to develop strong safety and health programs and expedite hazard abatement. OSHA will also begin to commit resources to worksite assistance during inspections to assist employers, particularly small businesses, in creating safer workplaces.

In FY 2025, OSHA conducted 30,283 inspections, including 25,257 safety inspections and 5,026 health, of which 15,906 inspections occurred in the construction industry. Additionally, 35 percent of all inspections were conducted in accordance with an emphasis program addressing the four most common serious hazards (e.g. falls, electrocution hazards, struck-by, and caught-in/caught between) seen regularly in the construction and general industry sectors. In the EII's second year of implementation, OSHA reached an EII value of 83,615, surpassing the goal of 60,122. OSHA responded to and initiated fatality and catastrophe investigations within one working day of notification 99 percent of the time. Finally, OSHA satisfied 30,887 complaints in FY 2025 by conducting an inspection within 5 working days or an investigation within 1 working day 99 percent of the time.

FEDERAL ENFORCEMENT

BUDGET ACTIVITY BY OBJECT CLASS

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
11.1 Full-time permanent	143,318	140,677	118,239	-22,438
11.3 Other than full-time permanent	178	178	178	0
11.5 Other personnel compensation	3,546	3,546	3,546	0
12.1 Personnel Benefits	54,518	53,771	45,046	-8,725
12.1 FECA	353	353	441	88
13.0 Benefits for former personnel	9	9	9	0
21.0 Travel and transportation of persons	4,709	5,796	5,796	0
23.1 Rental payments to GSA	4,278	2,080	2,080	0
23.3 Communications, utilities, and misc.	313	313	313	0
24.0 Printing and reproduction	111	249	249	0
25.1 Advisory and assistance services	1,415	1,415	1,415	0
25.2 Other services from non-Federal sources	85	294	294	0
25.3 Other goods and svcs. from Fed. sources	6,264	5,838	5,838	0
25.3 WCF (Non-Add)	22,616	25,338	23,491	-1,847
25.7 Operation and maint. of equipment	113	113	113	0
26.0 Supplies and materials	565	1,420	1,420	0
31.0 Equipment	501	1,502	1,502	0
42.0 Insurance claims and indemnities	108	108	108	0
Total	243,000	243,000	210,078	-32,922

FEDERAL ENFORCEMENT

CHANGES IN FY 2027

(Dollars in Thousands)

Activity Changes

Built-Ins

Federal Employees' Compensation Act	\$88	
Working Capital Fund	-\$1,847	
Built-Ins Subtotal	-\$1,759	

Base	\$243,000	1,176
Program Decreases	-\$31,163	-104
Net Program Subtotal	-\$31,163	-104
Total Activity Appropriation	\$210,078	1,072

	Amount	FTE
Base	\$243,000	1,176
Program Increases	\$0	0
Program Decreases	-\$31,163	-104

WHISTLEBLOWER PROGRAMS

BUDGET AUTHORITY BEFORE THE COMMITTEE

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
Activity Appropriation	26,000	22,500	16,667	-5,833
FTE	141	114	76	-38

NOTE: FY 2025 reflects actual FTE.

Introduction

This activity supports enforcement of Section 11(c) of the Occupational Safety and Health Act of 1970 (OSH Act). This statute prohibits any person from discharging, or in any manner retaliating, against any employee who has exercised their rights under the Act. Currently, OSHA enforces the whistleblower provisions of 25 statutes, including Section 11(c), but the agency is proposing to shift enforcement of the 24 non-Section 11(c) statutes as described below.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2022	\$21,500	137
2023	\$22,500	145
2024	\$22,500	130
2025	\$26,000	114
2026	\$22,500	114

FY 2027

In FY 2027, OSHA is requesting \$16,667,000 and 76 FTE for the Whistleblower Programs activity, which includes a net decrease of -\$5,833,000 and -38 FTE below the FY 2026 Enacted level. This request includes a program decrease of -\$5,540,000 and -38 FTE to shift non-OSH Act whistleblower responsibilities to the newly created Office of Civil Rights. This program decrease will allow OSHA to focus solely on safety and health-related whistleblower investigations and refer whistleblower investigations other than Section 11(c) of the OSH Act to the new Office of Civil Rights. Approximately 30% of the complaints that OSHA receives are due to allegations of retaliation related to statutes other than Section 11(c) of the OSH Act. The responsibility for these non-OSHA related matters has led to a significant increase in case processing time, weakening the efficacy of OSHA’s investigations into complaints regarding and enforcement of Section 11(c) of the OSH Act. This shift in focus will help OSHA to be more responsive to occupational safety and health-related whistleblower complaints.

WHISTLEBLOWER PROGRAMS

In FY 2027, OSHA will strive to reduce the significant backlog in Section 11(c) cases. OSHA must be vigilant in addressing the negative impact of an increasing inventory of pending cases, which could negatively impact workers seeking relief from alleged unlawful retaliation as well as employers defending their actions in response to these allegations. For example, a large backlog could deter workers from identifying workplace hazards or reporting violations of other laws because they fear it will take OSHA too long to investigate their claims of retaliation.

FY 2026

In FY 2026, OSHA plans to complete 2,574 cases and will work to reduce the backlog of cases by 2.5%. The agency will seek ways to optimize efficiency, streamline investigations through approved pilot programs, and improve whistleblower program quality and consistency.

OSHA also plans to publish a desk aid for the Anti-Money Laundering Act (AMLA) to assist with investigating retaliation complaints.

FY 2025

In FY 2025, OSHA docketed 3,352 complaints. During the year, the agency assembled two Tiger Teams to investigate aged cases that had accumulated in some regions and rebalanced investigation teams. Rebalancing teams allowed the whistleblower program to fill critical vacancies, thereby improving productivity and morale. Most notably, the impact of the Tiger Teams resulted in a 24% decrease in the backlog of the oldest cases, bringing the time from the average days a case is pending from 184 to 151.

OSHA's Request for Review (RFR) program serves as a complainant's right of appeal for Section 11(c) cases. In FY 2025, the agency implemented an automated tracking system and a new process for managing case reviews. As a result of the revised process, OSHA was able to reduce its RFR inventory of cases by 61% during a time when overall FTE for the agency decreased. During this fiscal year, the average pending days for RFRs decreased from 332 days to 85 days.

In FY 2025, OSHA also published the interim final rule for the Anti-Money Laundering Act of 2020 (AMLA).

WHISTLEBLOWER PROGRAMS

WORKLOAD AND PERFORMANCE SUMMARY				
	FY 2025 Enacted		FY 2026 Enacted	FY 2027 Request
	Target	Result	Target	Target
Whistleblower Programs				
OSHA-WB-09op	Average age of pending whistleblower investigations.		260	185
OSHA-WB-12(AMP25)	Backlog reduction annual target		2.5%	2.5%
OSHA-WB-13(AMP25)	Inventory reduction annual target		0.0%	-4%

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

WHISTLEBLOWER PROGRAMS

Workload and Performance Narrative

In FY 2027, OSHA will continue to work to meet FY 2027 targets for relevant performance measures. With the completion of the new consolidated program structure, OSHA anticipates that the agency will continue to be able to identify program efficiencies and best practices to minimize increases to the overall inventory and will work to reduce the backlog by 2.5%.

OSHA has begun to see a reduction in incoming complaints during FY 2025 and FY 2026 due to process improvements designed to limit complaints received by OSHA to only those that are within the agency's jurisdiction. These improvements are the result of a revised online complaint form, which provides an automatic redirect to other enforcement agencies when OSHA is the wrong forum for the user's complaint. Users are redirected to the proper forum for their complaint in real-time, which assists the user in finding the right agency, and allows OSHA to focus its resources on screening and investigating cases within its jurisdiction. The agency projects an approximately 3 percent decrease in new complaints from FY 2025 (14,125 complaints) to FY 2026 (13,701 complaints anticipated), due to these process improvements. While the number of complaints has declined, the number of docketed cases has remained steady, indicating that these modifications are only screening out complaints outside of OSHA's jurisdiction.

In FY 2026, OSHA anticipates the completion of 2,574 cases and will work to meet FY 2026 targets for relevant performance measures. OSHA also expects to further advance Administration efforts to advance optimization and efficiency at agencies. The agency will continue to look for opportunities to streamline the investigative process without compromising quality through approved pilot programs and exploring innovative approaches to enhance whistleblower program quality, consistency, and efficiency. For example, OSHA will finalize a memo making recorded interviews a required practice for all whistleblower investigations to generate more reliable evidence, which can be easily referenced during case file review or litigation discussions. OSHA will also expand the use of Alternative Dispute Resolution (ADR) by centralizing the team, thereby providing access to the ADR program for all eligible cases.

In FY 2026, OSHA plans to publish a statute-specific desk aid for the Anti-Money Laundering Act (AMLA) to serve as a resource for investigating retaliation complaints under the statute.

In FY 2025, OSHA completed 3,245 investigations. During this fiscal year, the agency assembled two Tiger Teams as mentioned above. Most notably, the impact of the Tiger Teams resulted in a 24% decrease in the backlog of the oldest cases, far exceeding the FY 2025 target of a 3% decrease in the backlog. This reduction also produced a positive impact on the average age of pending whistleblower investigations, bringing the time from the average days a case is pending from 187 in FY 2024 to 151 in FY 2025.

WHISTLEBLOWER PROGRAMS

BUDGET ACTIVITY BY OBJECT CLASS

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
11.1 Full-time permanent	17,134	14,660	10,671	-3,989
11.3 Other than full-time permanent	2	2	2	0
11.5 Other personnel compensation	280	280	280	0
12.1 Personnel Benefits	6,914	5,537	3,986	-1,551
12.1 FECA	26	26	33	7
13.0 Benefits for former personnel	2	2	2	0
21.0 Travel and transportation of persons	373	459	459	0
23.1 Rental payments to GSA	405	351	351	0
23.3 Communications, utilities, and misc.	40	40	40	0
25.2 Other services from non-Federal sources	40	137	137	0
25.3 Other goods and svcs. from Fed. sources	7	8	8	0
25.3 WCF (Non-Add)	762	961	661	-300
26.0 Supplies and materials	14	34	34	0
31.0 Equipment	1	3	3	0
Total	26,000	22,500	16,667	-5,833

WHISTLEBLOWER PROGRAMS

CHANGES IN FY 2027

(Dollars in Thousands)

Activity Changes

Built-Ins

Federal Employees' Compensation Act	\$7	
Working Capital Fund	-\$300	
Built-Ins Subtotal	-\$293	

Base	\$22,500	114
Program Decreases	-\$5,540	-38
Net Program Subtotal	-\$5,540	-38
Total Activity Appropriation	\$16,667	76

	Amount	FTE
Base	\$22,500	114
Program Increases	\$0	0
Program Decreases	-\$5,540	-38

STATE PROGRAMS

BUDGET AUTHORITY BEFORE THE COMMITTEE

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
Activity Appropriation	116,673	120,000	115,200	-4,800
FTE	0	0	0	0

NOTE: FY 2025 reflects actual FTE.

Introduction

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

State Plans provide extensive training programs for workers and small businesses throughout the states. Private-sector consultation is provided through all the State Plans, either through participation in the separately funded Consultation program, authorized under Section 21(d) of the OSH Act or, as in two states (Kentucky and Washington), directly under their State Plan 23(g) grant.

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

For each State Plan, OSHA issues a Comprehensive Federal Annual Monitoring Evaluation (FAME) Report every other year, with a follow-up FAME report in the off years. These monitoring efforts help OSHA ensure that State Plans are given the flexibility to address state-

STATE PROGRAMS

specific hazards and industries in unique ways, but that their policies and procedures remain “at least as effective” as Federal OSHA.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2022	\$113,000	0
2023	\$120,000	0
2024	\$120,000	0
2025	\$116,673	0
2026	\$120,000	0

FY 2027

In FY 2027, OSHA is requesting \$115,200,000 and 0 FTE for the State Programs activity, which includes a net decrease of -\$4,800,000 and 0 FTE below the FY 2026 Enacted level. At this resource level, State Programs are expected to conduct 36,323 inspections, with 27,229 in safety and 9,094 in health, 1,212 whistleblower investigations, and 2,497 public sector consultation visits.

FY 2026

In FY 2026, State Plans are projected to conduct 38,642 inspections, with 28,967 in safety and 9,675 in health. In addition, State Plans are also projected to perform 2,656 public sector consultation visits and 1,289 whistleblower investigations.

FY 2025

In FY 2025, State Programs conducted 38,335 inspections, with 28,737 in safety and 9,598 in health. In addition, State Programs completed 1,279 whistleblower investigations, and 2,635 public sector consultation visits.

STATE PROGRAMS

WORKLOAD AND PERFORMANCE SUMMARY					
	FY 2025 Enacted		FY 2026 Enacted	FY 2027 Request	
	Target	Result ³	Target	Target	
State Programs					
State Enforcement Inspections					
OSHA-State-01	Safety	25,118	28,737	28,967	27,229
OSHA-State-02	Health	8,388	9,598	9,675	9,094
Total		33,506	38,335	38,642	36,323
Consultation Visits					
OSHA-Consultation-01	Private Sector (KY & WA)	1,875	2,040	2,056	1,933
OSHA-Consultation-02	Public Sector	2,031	2,635	2,656	2,497
OSHA-State11(c)-01	Total Number of 11(c) Investigations Completed	1,447	1,279	1,289	1,212
OSHA-Grants-09	Number of Operational Grants	29	29	29	29
OSHA-Coop-01	Cooperative Programs	355	362	365	343

³ Targets and FTE reflect a reprogramming from State Programs to Federal Enforcement.

STATE PROGRAMS

WORKLOAD AND PERFORMANCE SUMMARY				
	FY 2025 Enacted		FY 2026 Enacted	FY 2027 Request
	Target	Result³	Target	Target
OSHA- Outreach/Training Participants Outreach-01	508,340	439,011	442,523	415,972

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

STATE PROGRAMS

Workload and Performance Narrative

OSHA State Plan partners carry out standards development, enforcement, whistleblower, and outreach for over 40 percent of the country, so it is imperative that OSHA State Plans have sufficient funding to continue their operations in protecting the health and safety of American workers.

State Plans play a key role in National Emphasis Programs (NEPs) such as heat, falls, and trenching. In addition, many State Plans have adopted their own initiatives, including efforts to address indoor and outdoor heat, oil and gas industry drilling, infectious diseases, and wildfire smoke.

In FY 2027, State Plans are expected to complete 36,323 inspections with 27,229 in safety and 9,094 in health. In addition, State Plans will conduct 2,497 public-sector consultation visits and 1,212 whistleblower investigations.

In FY 2026, State Plans are projected to complete a total of 38,642 inspections with 28,967 in safety and 9,675 in health. In addition, State Plans are also projected to perform 2,656 public-sector consultation visits and 1,289 whistleblower investigations.

In FY 2025, State Plans completed 38,335 inspections, with 28,737 in safety and 9,598 in health. In addition, State Plans conducted 2,635 public-sector consultation visits, and 1,279 whistleblower investigations.

STATE PROGRAMS

BUDGET ACTIVITY BY OBJECT CLASS

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
41.0 Grants, subsidies, and contributions	116,673	120,000	115,200	-4,800
Total	116,673	120,000	115,200	-4,800

STATE PROGRAMS

CHANGES IN FY 2027

(Dollars in Thousands)

Activity Changes

Built-Ins

Built-Ins Subtotal

\$0

Base

\$120,000

0

Program Decreases

-\$4,800

0

Net Program Subtotal

-\$4,800

0

Total Activity Appropriation

\$115,200

0

Amount

FTE

Base

\$120,000

0

Program Increases

\$0

0

Program Decreases

-\$4,800

0

TECHNICAL SUPPORT

BUDGET AUTHORITY BEFORE THE COMMITTEE

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
Activity Appropriation	26,000	26,000	22,500	-3,500
FTE	89	74	68	-6

NOTE: FY 2025 reflects actual FTE.

Introduction

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

Major functions include:

- Technical expertise and advice with respect to general industry, maritime, and construction issues.
- Specialized health, safety, engineering, and occupational medical advice and onsite support to investigate and determine causes of major catastrophes, fatalities, illnesses, and injuries at worksites.
- Technical support and response to natural and man-made disasters, fatality and accident investigations, and other emergencies.
- Interagency coordination of emergency management, preparedness, and response/recovery.
- Supporting health and safety of OSHA’s staff and operations by managing internal safety, health, and medical fitness for duty programs.
- Technical expertise to support outreach services and compliance assistance products to employers, workers, other government agencies, and non-governmental organizations.
- Defensible calibration and maintenance of field-technical equipment and management of expendable supplies.

TECHNICAL SUPPORT

- Defensible chemical analysis of field samples, root cause investigations, and development of sampling and analytical methods that withstand scrutiny in legal proceedings.
- Managing OSHA’s docket system in support of the Regulatory Agenda for standards and guidance development.
- Evaluating and approving variances for alternative compliance approaches that are equally as effective as OSHA’s safety and health standards.
- Evaluating and recognizing independent third-party organizations that are qualified to approve (i.e., test and certify) the inherent safety of equipment used in the workplace.
- Developing, maintaining, and disseminating technical resources, occupational safety and health guidance documents, chemical sampling methods, and other technical information via the web.
- Scientific analysis of workplace hazards using exposure assessment tools, medical investigations, data analytics, and injury and illness surveillance.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2022	\$25,675	97
2023	\$26,000	97
2024	\$26,000	97
2025	\$26,000	90
2026	\$26,000	74

FY 2027

In FY 2027, OSHA is requesting \$22,500,000 and 68 FTE for the Technical Support activity, which includes a net decrease of -\$3,500,000 and -6 FTE below the FY 2026 Enacted level. This request includes a program decrease of -\$3,051,000 and -6 FTE for Staff Attrition. OSHA will continue to develop and maintain guidance resources and technical information products to help employers address a variety of physical, chemical, biological, and radiological hazards through Technical Support. OSHA will continue to provide expert technical support to outreach and compliance assistance operations and for enforcement cases, while also developing staff expertise and cross-training on industrial hygiene, safety engineering, occupational medicine and nursing, sample analysis and equipment calibration and repair, emergency preparedness and response, ergonomics, statistical analysis, and technical data services. The requested funding will enable OSHA to convene and conduct training for personnel involved in emergency preparedness and response activities for increased coordination in protecting workers during emergency operations, including for natural and man-made disasters and emerging infectious disease outbreaks. OSHA will also continue to advance its internal safety and health management program to address hazards encountered by OSHA staff.

TECHNICAL SUPPORT

OSHA will continue to build upon the realignment of the OSHA Technical Center (OTC) through the Technical Support Equipment (TSE) Standardization Project, which seeks to reduce technical equipment procurement, servicing, and training resource requirements by standardizing the technical support equipment and utilizing a new data-driven and scalable procurement plan to more efficiently manage OSHA's equipment inventory. OSHA will also continue the long-term maintenance and operations of the recently modernized laboratory information management system (LIMS), which has enabled numerous technical and efficiency improvement projects.

In addition, OSHA will continue to implement technical support programs critical to the Agency's mission essential functions, workers, and employers. These programs include the OSHA Medical Examination Program (OMEP), the Nationally Recognized Testing Laboratory (NRTL) Program, the Variance Program, OSHA's internal safety and health program, and administering the Federal Docket Management System in support of the Regulatory Agenda for standards and guidance development.

FY 2026

In FY 2026, OSHA will continue to develop and maintain guidance resources and technical information products to help employers address a variety of physical, chemical, biological, and radiological hazards. OSHA will continue to implement the technical support programs mentioned above, such as the NRTL Program, the Variance Program, OSHA's internal safety and health program, and others.

OSHA will also continue the Technical Support Equipment (TSE) Standardization Project to benefit from a modernized laboratory. In addition, the agency will finalize the major development milestones in the Laboratory Modernization Project and transition from development to operations and maintenance.

FY 2025

In FY 2025, OSHA provided expert assistance in a variety of technical support functions for enforcement and compliance assistance operations. It convened and conducted training for OSHA and State Plan personnel involved in emergency preparedness and response activities for increased coordination in protecting workers during emergency operations. The agency also enhanced implementation of the National Response Framework, the National Contingency Plan, and other interagency response and recovery policies and plans, so that worker safety and health remain a top priority during emergency preparedness and response.

OSHA developed and updated guidance resources and technical information products to help employers address a variety of physical, chemical, biological, and radiological hazards to include Fatal Facts: Rail Tank Cleaning, Fatal Facts: Cannabis Cultivation and Production Industry, Fact Sheet: Semiconductor Manufacturing, Fact Sheet: Lithium-ion Battery Safety, Hazard Alert: H5N1 in Dairy Cattle, Hazard Alert: Flash Freezing Hazards, Job Aid: Cannabis Inspections, Safety and Health Topics Page (SHTP): Noise, SHTP: Bloodborne Pathogens, SHTP: Hurricanes, Severe Injury Report: 2022-2023, Directive: Part 1904 Recordkeeping Policies and

TECHNICAL SUPPORT

Procedures, Injury Tracking Application (ITA): User Guide, ITA: BLS Data Comparison Report, 14 OSHA Training Institute courses, and 28 professional presentations on highly technical topics to internal and external audiences.

In FY 2025, the OTC continued to enhance technical support for the field. The Health Response Team (HRT) continued to provide expert assistance to enforcement and compliance assistance staff and provided support to other federal and state agencies on myriad chemical, physical, and biological hazards. OTC also supported critical worksite inspections by managing technical equipment procurement, equipment loans, and supply ordering as well as initiating the TSE Standardization Project. OSHA expanded use of technology and applications to provide real-time specialized expert support to field operations and identification of hazardous conditions for workers. For example, OSHA advanced additional validated methods for direct-read instrumentation to measure highly hazardous transient peaks of several atmospheric contaminants for which no method was previously available and improved real-time audio/video communication equipment.

TECHNICAL SUPPORT

WORKLOAD AND PERFORMANCE SUMMARY				
	FY 2025 Enacted		FY 2026 Enacted	FY 2027 Request
	Target	Result	Target	Target
Technical Support				
OSHA-SLT-02 Chemical samples analyzed	13,100	11,021	10,000	10,500
OSHA-SLT-05 Equipment units serviced	11,000	6,611	6,000	6,000

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

TECHNICAL SUPPORT

Workload and Performance Narrative

In FY 2027, the requested funding will support analysis for up to 10,500 chemical samples and services for up to 6,000 pieces of equipment. The target for chemical samples analyzed is tied to the expected number of inspections, which is expected to be higher in FY 2027 than in FY 2026. The FTE decrease will not affect total number of chemical samples analyzed. This funding will also enable OSHA to perform responsibilities established under the National Response Framework related to worker safety and health; to plan, conduct, and participate in emergency preparedness and response activities and exercises; and to cultivate increased coordination in protecting workers during emergency operations.

In FY 2026, OSHA will continue to develop and maintain guidance resources and technical information products to help employers address a variety of physical, chemical, biological, and radiological hazards. The requested funding will support analysis for up to 10,000 chemical samples and services for up to 6,000 pieces of equipment.

OSHA will also finalize the major development milestones in the Laboratory Modernization Project and is transitioning to operations and maintenance. OSHA is leveraging the modernized laboratory to continue the Technical Support Equipment (TSE) Standardization Project.

In FY 2025, OSHA supported analyses of 11,021 chemical samples and services for 6,611 pieces of equipment. The agency also finalized the realignment of the Cincinnati Technical Center (CTC) and the Salt Lake Technical Center (SLTC) into one enhanced OSHA Technical Center (OTC) in Sandy, Utah, which centralized technical center operations, improved operational efficiencies, and provided significant cost savings. These efficiencies will help the agency continue to analyze chemical samples and service equipment necessary for mission-critical operations in a more efficient, streamlined manner. OSHA used a portion of these efficiencies to initiate the Technical Support Equipment Standardization Project.

TECHNICAL SUPPORT

BUDGET ACTIVITY BY OBJECT CLASS

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
11.1 Full-time permanent	10,007	9,823	7,623	-2,200
11.5 Other personnel compensation	505	505	505	0
12.1 Personnel Benefits	3,961	3,908	3,057	-851
12.1 FECA	23	23	29	6
13.0 Benefits for former personnel	220	220	220	0
21.0 Travel and transportation of persons	393	483	483	0
23.1 Rental payments to GSA	2,476	2,146	2,146	0
23.3 Communications, utilities, and misc.	224	225	225	0
25.2 Other services from non-Federal sources	565	1,942	1,942	0
25.3 Other goods and svcs. from Fed. sources	1,015	1,212	1,212	0
25.3 WCF (Non-Add)	5,993	3,922	3,467	-455
25.7 Operation and maint. of equipment	74	74	74	0
26.0 Supplies and materials	235	591	591	0
31.0 Equipment	309	926	926	0
Total	26,000	26,000	22,500	-3,500

TECHNICAL SUPPORT

CHANGES IN FY 2027

(Dollars in Thousands)

Activity Changes

Built-Ins

Federal Employees' Compensation Act	\$6
Working Capital Fund	-\$455
Built-Ins Subtotal	-\$449

Base	\$26,000	80
Program Decreases	-\$3,051	-6
Net Program Subtotal	-\$3,051	-6
Total Activity Appropriation	\$22,500	74

	Amount	FTE
Base	\$26,000	80
Program Increases	\$0	0
Program Decreases	-\$3,051	-6

COMPLIANCE ASSISTANCE - FEDERAL

BUDGET AUTHORITY BEFORE THE COMMITTEE

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
Activity Appropriation	79,973	78,262	89,376	11,114
FTE	171	183	243	60

NOTE: FY 2025 reflects actual FTE.

Introduction

Compliance Assistance - Federal supports agency programs that fulfill OSHA's statutory mandate under Section 21(c) of the Occupational Safety and Health (OSH) Act through the delivery of targeted outreach and assistance to employers and their employees, including small businesses; the promotion of cooperative relationships with, and recognition of, employers and organizations seeking to go above and beyond compliance with OSHA's standards; and the establishment and supervision of educational and training programs for employers and employees in the recognition, avoidance, and prevention of unsafe or unhealthy working conditions in establishments covered under the OSH Act. Through these programs, OSHA provides comprehensive information, publications, training, and related resources to support employers in achieving compliance with the OSH Act, fostering safer and healthier workplace environments, and ensuring that employees are fully informed of their rights under the law. OSHA is committed to providing outreach to the Nation's workforce.

OSHA recognizes that most employers are committed to worker protection, and the agency is committed to providing those employers, including small businesses, with the technical assistance, compliance assistance, training, and education necessary to support them. Companies that comply with OSHA requirements and implement safety and health programs experience not only improved safety and health outcomes, but also increased productivity, enhanced operational performance, and reduced costs (e.g., lower workers' compensation premiums). Through outreach campaigns and initiatives, such as the Safe + Sound Campaign, the Heat Illness Prevention Campaign, and the Fall Prevention Campaign, OSHA spotlights best practices for managing workplace hazards and developing, implementing, and improving workplace safety and health programs. Through cooperative programs, OSHA builds voluntary collaborative relationships with stakeholders committed to improving workplace safety and health and recognizes employers that have achieved safety and health excellence.

COMPLIANCE ASSISTANCE - FEDERAL

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2022	\$77,262	218
2023	\$78,262	222
2024	\$78,262	222
2025	\$79,973	183
2026	\$78,262	183

FY 2027

In FY 2027, OSHA is requesting \$89,376,000 and 243 FTE for the Compliance Assistance - Federal activity, which includes a net increase of \$11,114,000 and 60 FTE above the FY 2026 Enacted level. This request includes two program increases totaling \$13,104,000 and 60 FTE, including a program increase of \$5,806,000 and 21 FTE to increase federal compliance assistance, and a program increase of \$7,298,000 and 39 FTE to shift resources from enforcement to federal compliance assistance. These program increases reflect OSHA's commitment to meeting employers where they are – whether they are just starting their safety journey or longtime leaders in their industry—and providing them tools, resources, and recognition for success at every step. The increase will also support the expansion of the Safety Champions Program (SCP), which is a critical strategy for building engagement in all OSHA cooperative programs and is the FY 2026 – FY 2027 Agency Priority Goal (APG).

Shifting 39 FTEs from enforcement to compliance assistance demonstrates OSHA's commitment to ensuring that enforcement is consistently balanced by meaningful efforts to help employers understand how to achieve compliance and implement or strengthen their workplace safety and health programs. This proposed shift represents 39 FTE-worth of time that experienced enforcement personnel will spend conducting worksite assistance, such as providing employers with compliance assistance tools and resources, during each inspection activity.

The addition of 21 new federal Compliance Assistance Specialists (CAS) will significantly strengthen the agency's ability to conduct proactive outreach to small businesses and employers in high-hazard industries and respond to emerging hazards. Additional CASs will also provide significant support to expand outreach conducted through OSHA's national initiatives, including the Safe + Sound Campaign, the Fall Prevention Campaign, and the Heat Illness Prevention Campaign.

Increased resources will also enable OSHA to both expand participation in and allow additional engagement with participants in its cooperative programs, including the Alliance and Strategic Partnership Programs. These resources will also help the agency strengthen and modernize the Voluntary Protection Programs (VPP), the agency's premier safety and health recognition program, and enroll companies, including small businesses, in the SCP.

COMPLIANCE ASSISTANCE - FEDERAL

In FY 2027, the OSHA Training Institute (OTI) will continue to provide introductory, technical, and advanced occupational safety and health courses and seminars to develop compliance officers. The training will include focus on worksite assistance to enable enforcement personnel to provide employers with compliance assistance tools and resources. Training will also address hazards in high-risk industries, such as fall protection, process safety management, combustible dust, oil and gas hazards, machine guarding, and confined spaces.

OSHA will support the OTI Education Centers by providing curriculum to support the Agency's and Department's goals. OSHA's Outreach Training Program will continue to provide hazard awareness and control training for the Nation's workforce.

FY 2026

In FY 2026, OSHA will continue to develop compliance assistance programs and increase outreach in support of the Department's broader campaign encouraging employers to adopt self-audit and other compliance strategies. The agency will continue to focus awareness on available assistance tools and resources, especially those designed to reach small employers. The agency will begin to commit more resources to worksite assistance, supporting employers in improving their safety and health management systems during inspections as part of OSHA's Customer Assistance, Resources, & Engagement (CARE) initiative.

OSHA will also continue to launch improvements for the modernization of the Voluntary Protection Programs (VPP) and other recognition programs, including the Safety Champions Program. Using information learned from prior listening sessions and stakeholder meetings, the agency plans to address specific areas of improvement to streamline the process of approving new VPP sites and reapproving existing VPP sites in a timely manner.

In FY 2026, OTI will continue to provide introductory, technical, and advanced occupational safety and health courses and seminars to develop compliance officers and whistleblower investigators. In addition, OTI will continue to update existing courses to meet emerging developments and enforcement initiatives impacting compliance officers and whistleblower investigators.

FY 2025

In FY 2025, OSHA renewed its commitment to compliance assistance, outreach, and stakeholder engagement to create safer, healthier workplaces. Compliance Assistance Specialists (CAS) built new and strengthened existing collaborative relationships, expanding engagement through the agency's Alliance and Strategic Partnership Programs. The agency also continued to prioritize outreach to small businesses and other employers in high-hazard industries, such as construction, health care, warehousing, manufacturing, agriculture, and other industries that employ temporary and youth workers.

OSHA's CASs played a vital role in promoting OSHA's national initiatives in FY 2025, including national campaigns to promote safety and health programs (Safe + Sound), prevent indoor and outdoor heat illness, and raise awareness on the construction "focus four" hazards.

COMPLIANCE ASSISTANCE - FEDERAL

Activities included the annual Stand-Up 4 Grain Safety Week, the National Stand-Down to Prevent Falls, and Safe + Sound Week, as well as Regional Trench Safety Summits and Construction on the Mall, all of which included live demonstrations. CASs also continued to raise awareness about emerging and evolving workplace hazards, such as silica exposure during engineered stone fabrication, lithium-ion batteries, robotics, and workplace stress, sharing related OSHA publications and resources.

The agency continued modernization of its recognition programs to assist businesses in developing their safety and health programs. The goal is to develop proactive safety and health practices that protect workers, prevent injuries, and reduce business disruptions. OSHA announced the Pathway to Safety and Health Success program that expands outreach to more employers, especially small businesses, facilitating improvement of safety and health in the workplace. OSHA Challenge has been reimagined into a more robust Safety Champions Program that connects employers with volunteer safety and health professionals that provide assistance in advancing through levels of actions needed to implement an effective safety and health program.

In FY 2025, OTI provided introductory, technical, and advanced occupational safety and health courses and seminars to develop enforcement staff. Course materials were modified with current information to ensure compliance officers and whistleblower investigators were provided with updated information on applicable agency policies and procedures. OSHA continued the effective administration and support of the OTI Education Center Program and Outreach Training Program through updating course curriculum and conducting monitoring activities.

COMPLIANCE ASSISTANCE - FEDERAL

WORKLOAD AND PERFORMANCE SUMMARY					
		FY 2025 Enacted		FY 2026 Enacted	FY 2027 Request
		Target	Result	Target	Target
Compliance Assistance-Federal					
OSHA-ST-02op	Number of people trained through OSHA's training programs	1,221,000	1,647,164	1,220,500	1,220,500
OSHA-ST-03op	Number of people trained through OSHA's compliance assistance programs/efforts	165,000	271,797	170,000	240,000
OSHA-VPP-02op	New VPP approvals	20	26	25	30
OSHA-VPP-03op	VPP re-approvals	300	192	200	200
OSHA-CAF-01	New Strategic Partnerships	20	44	30	30
OSHA-CAF-02	New Alliances	20	20	20	30
OSHA-WA-01	Percent of Inspections with Worksite Assistance	NA	NA	Baseline	TBD
OSHA-WA-02	Number of Inspections with Worksite Assistance	NA	NA	Baseline	15,421

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

COMPLIANCE ASSISTANCE - FEDERAL

Workload and Performance Narrative

The FY 2027 funding level will allow OSHA to expand strategic outreach, compliance assistance, and cooperative programs implementation in FY 2027. In particular, the addition of 21 new Compliance Assistance Specialists (CASs) will significantly expand agency efforts undertaken in FY 2025 and FY 2026 to increase compliance assistance programs and outreach in support of the Department's broader campaign encouraging employers to adopt self-audit and other compliance strategies. OSHA will continue to focus awareness on available assistance tools and resources, such as OSHA's On-Site Consultation Program, designed to reach small employers, while also building engagement in its cooperative programs. These programs provide employers, employees, and associations with opportunities to work jointly with OSHA on meaningful safety and health initiatives and receive recognition for their commitment to workplace safety excellence.

With additional CASs, OSHA will also expand proactive outreach in alignment with agency priorities. These efforts will be directed at showcasing OSHA's rich catalogue of resources and tools, and engaging more fully with employers, employees, and their representatives in high-hazard industries on the solutions available to prevent exposures to serious and widespread hazards. In support of this overarching goal, the agency will also increase the number and variety of trade associations, labor organizations, and employers with which it engages through its cooperative programs to magnify information exchange and crowd-source hazard prevention solutions that can be implemented by employers of various sizes and across a variety of industries. OSHA projects signing at least 30 alliances in FY 2027, ten more than completed in FY 2025 and projected for FY 2026.

Additional CASs will also amplify OSHA's strategic initiatives, playing a central role in promoting annual outreach events (e.g., Stand Up 4 Grain Safety Week, Fall Prevention Campaign and annual National Safety Stand-Down to Prevent Falls, Safe +Sound Campaign and Week) and hosting local activities in support of both national and local initiatives (e.g., trenching and excavation safety demonstrations, fall protection inspection seminars, and construction industry suicide prevention stand-downs). CASs will also work to expand outreach to youth workers, parents, and educators to ensure they enter the workforce with fundamental competencies regarding workplace hazard identification and protections.

In addition to the above gains, the shift of 39 FTEs to support compliance assistance will permit OSHA representatives to provide one-on-one worksite assistance to employers pursuant to every inspection. Making worksite assistance a part of every inspection allows for efficiency in the use of agency resources, provides for immediate and effective communication with employers and workers at all worksites inspected, encourages proactive engagement with the agency in the longer term, and enables OSHA to share information about the resources and tools associated with other DOL agencies in a positive and proactive manner. These worksite assistance interactions are of particular importance for small businesses, who may need more assistance in developing workplace safety and health programs. In FY 2027, the agency estimates that there will be 15,421 inspections with worksite assistance.

COMPLIANCE ASSISTANCE - FEDERAL

In FY 2027, OSHA will also continue to provide training and education to over 1.22 million workers through OTI, the Outreach Training Program, and the OTI Education Center Program. The OTI will provide new and senior compliance officers with training and expertise to conduct workplace inspections to protect the Nation's workforce through enforcement and worksite assistance. The Outreach Training Program and the OTI Education Center Program will continue to provide at-risk workers in high-hazard industries information and training on injury and illness prevention and protection from workplace hazards. OSHA's compliance assistance and cooperative programs, such as the Alliance Program, are also expected to provide training for 240,000 employers, employees, and their representatives in FY 2027, an increase of more than forty percent from the FY 2026 target.

In FY 2026 and FY 2027, OSHA will launch improvements to the Voluntary Protection Programs (VPP) and other recognition programs including the Safety Champions Program (SCP). Using information learned from prior listening sessions and stakeholder meetings, the agency plans to streamline the process of approving new VPP sites and reapproving existing VPP sites in a timely manner. Building upon these capabilities will enable OSHA to improve customer service and allow more employers to be recognized for implementing effective safety and health programs. The agency projects 200 VPP reapprovals for FY 2026 and FY 2027, 25 new VPP approvals for FY 2026, and 30 new VPP approvals for FY 2027.

In FY 2026, OSHA will begin to commit more resources to worksite assistance, supporting employers in improving their safety and health management systems during inspections as part of OSHA's Customer Assistance, Resources, & Engagement (CARE) initiative. In the second quarter of FY 2026, OSHA implemented changes to its information system used for inspection records to track inspections with worksite assistance conducted.

OSHA expects to educate more than 1.22 million people through OTI Education Center programs in FY 2026. This also includes training provided by the OTI. OTI will continue to provide introductory, technical, and advanced occupational safety and health courses and seminars to develop compliance officers and whistleblower investigators during the fiscal year. OTI will update existing courses to meet emerging developments and enforcement initiatives impacting compliance officers and whistleblower investigators. OTI will also prioritize course offerings to meet the training needs of OSHA's field staff.

In FY 2025, OTI provided introductory, technical, and advanced occupational safety and health courses and seminars to develop compliance officers and whistleblower investigators. Training addressed hazards in high-risk industries such as fall protection, process safety management, combustible dust, oil and gas hazards, machine guarding, and confined spaces. Whistleblower investigator training focused on enforcement procedures. The agency continued the monitoring of the OTI Education Center Program and the Outreach Training Program. OSHA also continued to revise and update training curriculum for the OTI Education Center Program. OSHA's compliance assistance and cooperative programs, such as the Alliance Program, also provided outreach and training to over 270,000 employers, employees, and their representatives in FY 2025, exceeding the established target through effective, coordinated efforts with stakeholders and industry partners.

COMPLIANCE ASSISTANCE - FEDERAL

In FY 2025, OSHA Challenge was reimagined into a more robust SCP that connects employers, especially small businesses, with volunteer safety and health professionals to provide assistance in completing a three-phased approach to implementing a safety and health program. Additional resources will enable OSHA to expand and strengthen the program, a critical strategy for building engagement in all OSHA's cooperative programs, particularly VPP.

COMPLIANCE ASSISTANCE - FEDERAL

BUDGET ACTIVITY BY OBJECT CLASS

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
11.1 Full-time permanent	25,282	23,640	33,075	9,435
11.3 Other than full-time permanent	67	67	67	0
11.5 Other personnel compensation	730	730	730	0
12.1 Personnel Benefits	9,864	9,220	12,889	3,669
12.1 FECA	416	416	520	104
13.0 Benefits for former personnel	11	11	11	0
21.0 Travel and transportation of persons	656	808	808	0
22.0 Transportation of things	2	2	2	0
23.1 Rental payments to GSA	16,132	13,982	13,982	0
23.3 Communications, utilities, and misc.	224	224	224	0
24.0 Printing and reproduction	117	264	264	0
25.1 Advisory and assistance services	19	19	19	0
25.2 Other services from non-Federal sources	3,681	2,109	2,109	0
25.3 Other goods and svcs. from Fed. sources	4,968	5,918	5,918	0
25.3 WCF (Non-Add)	17,482	20,160	18,066	-2,094
25.7 Operation and maint. of equipment	58	58	58	0
26.0 Supplies and materials	151	380	380	0
31.0 Equipment	71	212	212	0
42.0 Insurance claims and indemnities	42	42	42	0
Total	79,973	78,262	89,376	11,114

COMPLIANCE ASSISTANCE - FEDERAL

CHANGES IN FY 2027

(Dollars in Thousands)

Activity Changes

Built-Ins

Federal Employees' Compensation Act	\$104	
Working Capital Fund	-\$2,094	
Built-Ins Subtotal	-\$1,990	

Base	\$78,262	183
Program Increases	\$13,104	60
Net Program Subtotal	\$13,104	60
Total Activity Appropriation	\$89,376	243

	Amount	FTE
Base	\$78,262	183
Program Increases	\$13,104	60
Program Decreases	\$0	0

COMPLIANCE ASSISTANCE – STATE CONSULTATION

BUDGET AUTHORITY BEFORE THE COMMITTEE

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
Activity Appropriation	61,276	63,160	63,160	0
FTE	0	0	0	0

NOTE: FY 2025 reflects actual FTE.

Introduction

OSHA’s On-Site Consultation Program provides no-cost, confidential occupational safety and health services to small- and medium-sized employers. Consultants from state agencies or local universities work with employers to identify and correct safety and health hazards, assist with implementing and improving safety and health programs, and provide advice for compliance with OSHA standards. On-Site Consultation, which is offered in all states, the District of Columbia, and several territories, gives priority to employers in high-risk industries and works directly with employers to improve workplace safety and health in small- and medium-sized businesses. OSHA distributes funding to Consultation programs as authorized by Section 21(d) of the Occupational Safety and Health (OSH) Act. The program is separate from, and independent of, OSHA enforcement programs.

By strategically conducting consultation visits and outreach efforts in high-risk areas, OSHA can leverage resources and efforts to have the greatest effect on overall compliance. With more employers in compliance, more workers will be protected from exposure to hazards as indicated by declining workplace injuries, illness, and fatalities, and employers from costs associated with lost productivity and workers’ compensation claims. The On-Site Consultation Program supports America’s long-term competitiveness by offering small- and medium-sized businesses key services at no-cost, that will protect workers, reduce expenses, and position employers to take advantage of new opportunities and markets.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2022	\$63,160	0
2023	\$63,160	0
2024	\$63,160	0
2025	\$61,276	0
2026	\$63,160	0

COMPLIANCE ASSISTANCE – STATE CONSULTATION

FY 2027

In FY 2027, OSHA is requesting \$63,160,000 and 0 FTE for the Compliance Assistance - State Consultation activity, which is level funding with the FY 2026 Enacted Level. OSHA estimates that On-Site Consultation programs will conduct 22,106 visits, with priority to small businesses in high-hazard industries.

On-Site Consultation programs will continue to recognize small businesses with exemplary safety and health programs in the Safety and Health Achievement Recognition Program (SHARP). OSHA estimates that there will be 1,012 businesses in SHARP in FY 2027. The agency will continue to evaluate the National Construction SHARP Pilot Program (NCSP) to help determine whether to offer SHARP status to establishments in the construction industry.

OSHA will continue the Safety and Health Program Assessment Worksheet, OSHA Form 33 Revision Project. OSHA Form 33 is used by consultants (from On-Site Consultation programs nationwide) to assess the safety and health programs of small- and medium-sized workplaces, at no cost to employers. OSHA undertook the Form 33 Revision Project to align OSHA Form 33 and its Attributes Reference Guide with the OSHA Recommended Practices for Safety and Health Programs.

FY 2026

In FY 2026, OSHA estimates that On-Site Consultation programs will conduct 22,557 visits, with priority to small businesses in high-hazard industries. In addition, the agency estimates that there will be 1,032 businesses in the Safety and Health Achievement Recognition Program in this fiscal year.

OSHA will continue its collaboration with DOL's Chief Evaluation Office (CEO) to assess the effects of the NCSP on participating small business contractors in the construction industry, in comparison to a subset of non-participating small business contractors in the same industry, and determine if the NCSP is achieving its goal of reducing or eliminating employees' exposures to potential hazards, incidents, injuries, and fatalities. OSHA will also continue the data analysis phase of the Form 33 Revision Project.

FY 2025

In FY 2025, OSHA On-Site Consultation programs conducted 22,199 visits, with priority to small businesses in high-hazard industries. The On-Site Consultation programs continued to recognize small businesses with exemplary safety and health programs in the Safety and Health Achievement Recognition Program (SHARP). In FY 2025, there was a total of 1,016 small businesses participating in SHARP nationwide.

OSHA continued working with DOL's Chief Evaluation Office (CEO) on the National Construction SHARP Pilot Program (NCSP). The agency also continued work on the Safety and Health Program Assessment Worksheet, OSHA Form 33 Revision Project.

COMPLIANCE ASSISTANCE – STATE CONSULTATION

OSHA developed and delivered refresher training on the 21(d) On-Site Consultation Cooperative Agreement. The training addressed the proper application of policies and procedures outlined in the 21(d) On-Site Consultation Cooperative Agreement Application Instructions for OSHA Regional Consultation Program Officers nationwide when reviewing cooperative agreement applications submitted by Consultation programs.

COMPLIANCE ASSISTANCE – STATE CONSULTATION

WORKLOAD AND PERFORMANCE SUMMARY					
		FY 2025 Enacted		FY 2026 Enacted	FY 2027 Request
		Target	Result	Target⁴	Target⁵
Compliance Assistance-State Consultation					
Consultation Visits					
OSHA- Consultations- 01	Initial Visits	18,500	19,361	19,625	19,233
OSHA Consultations- 02	Training and Assistance	1,276	1,079	1,353	1,326
OSHA- Consultations- 03	Follow-up Visits	1,488	1,759	1,579	1,547
Total		21,264	22,199	22,557	22,106
Recognition & Exemption					
OSHA- SHARP-01	SHARP Sites	966	1,016	1,032	1,012
21(d) Agreements					
OSHA-21d- 01	Plan States	27	27	27	27

⁴ Targets and FTE reflect a reprogramming from State Consultation to Federal Enforcement.

⁵ Targets and FTE reflect a reprogramming from State Consultation to Federal Enforcement.

COMPLIANCE ASSISTANCE – STATE CONSULTATION

WORKLOAD AND PERFORMANCE SUMMARY				
	FY 2025 Enacted		FY 2026 Enacted	FY 2027 Request
	Target	Result	Target⁴	Target⁵
OSHA-21d-02	Non-plan States	26	26	26

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

COMPLIANCE ASSISTANCE – STATE CONSULTATION

Workload and Performance Narrative

In FY 2027, OSHA estimates that On-Site Consultation programs will conduct 22,106 visits, including 19,233 initial visits, 1,326 training and assistance visits, and 1,547 follow-up visits. In FY 2026, OSHA estimates that On-Site Consultation programs will conduct 22,557 visits, including 19,625 initial visits, 1,353 training and assistance visits, and 1,579 follow-up visits. OSHA On-Site Consultation programs conducted 22,199 visits in FY 2025.

In FY 2027, On-Site Consultation programs will continue to recognize small businesses with exemplary safety and health programs in the Safety and Health Achievement Recognition Program (SHARP). OSHA estimates that there will be 1,012 businesses in SHARP in FY 2027. OSHA will also continue to evaluate the NCSP and the Safety and Health Program Assessment Worksheet, OSHA Form 33 Revision Project.

In FY 2026, OSHA estimates that there will be 1,032 businesses in SHARP. In this fiscal year, OSHA will continue collaborating with DOL's Chief Evaluation Office (CEO) on the NCSP Evaluation Project to complete an Impact Study of NCSP. The Impact Study will assess the effects of the NCSP on participating small business contractors in the construction industry, in comparison to a subset of non-participating small business contractors in the same industry. The purpose is to determine if the NCSP is achieving its intended overarching goal of reducing or eliminating employees' exposures to potential hazards, incidents, injuries, and fatalities. Small business employees represent the highest rates of injuries and fatalities in the construction industry.

OSHA will also continue the data analysis phase of the Form 33 Revision Project, following the collection of the Draft Revised Form 33 (DRF33) pilot study. The objective is to finalize data analysis, use data analysis findings to update the DRF33, and initiate the revision of policies and procedures to incorporate the approved Revised Form 33 for application by On-Site Consultation programs nationwide.

In FY 2025, there was a total of 1,016 small businesses participating in SHARP nationwide. OSHA also continued working with DOL's CEO on the NCSP Evaluation Project. This included finalizing a Concept Note for NCSP Evaluation with technical updates consistent with the OSHA On-Site Consultation Program incorporated. A NCSP Logic Model was finalized, with ongoing continuous compilation and analysis of construction SHARP pilot data. Finally, the agency continued work on the Safety and Health Program Assessment Worksheet, OSHA Form 33 Revision Project.

COMPLIANCE ASSISTANCE – STATE CONSULTATION

BUDGET ACTIVITY BY OBJECT CLASS

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
41.0 Grants, subsidies, and contributions	61,276	63,160	63,160	0
Total	61,276	63,160	63,160	0

COMPLIANCE ASSISTANCE – STATE CONSULTATION

CHANGES IN FY 2027

(Dollars in Thousands)

Activity Changes

Built-Ins		
Built-Ins Subtotal	\$0	
Base	\$63,160	0
Net Program Subtotal	\$0	0
Total Activity Appropriation	\$63,160	0

	Amount	FTE
Base	\$63,160	0
Program Increases	\$0	0
Program Decreases	\$0	0

COMPLIANCE ASSISTANCE – TRAINING GRANTS

BUDGET AUTHORITY BEFORE THE COMMITTEE

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
Activity Appropriation	12,787	12,787	0	-12,787
FTE	0	0	0	0

NOTE: FY 2025 reflects actual FTE.

Introduction

This budget activity supports the Susan Harwood Training Grant Program, which provides grant awards to non-profit organizations to provide direct and train-the-trainer training and education to workers regarding safety and health hazards in the workplace.

Through the agency’s compliance assistance and outreach activities, OSHA can reach a larger, broader audience, better leveraging limited resources. The FY 2027 President’s Budget provides resources for OSHA's multitude of compliance assistance and outreach activities, including free on-site safety and health consultations for small businesses; cooperative programs to help employers identify and address hazards; and assistance to help employers and workers improve the safety of their workplaces.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2022	\$11,787	0
2023	\$12,787	0
2024	\$12,787	0
2025	\$12,787	0
2026	\$12,787	0

FY 2027

The FY 2027 President’s Budget proposes to eliminate the Susan Harwood Training Grant Program, because the grants are wasteful and unnecessary given that there is limited evidence of success, and the agency has other compliance assistance programs and tools that are more effective than Harwood Grants. These include Alliances; Strategic Partnerships; On-Site Consultation; and numerous targeted outreach events, such as the National Safety Stand-Down to Prevent Falls in Construction, that provide information on workplace safety and health to the public.

COMPLIANCE ASSISTANCE – TRAINING GRANTS

FY 2026

In FY 2026, Congress appropriated approximately \$12.7 million for OSHA’s Susan Harwood Training Grant Program. OSHA will award grants to nonprofit organizations to offer occupational safety and health training to workers and employers in high-hazard industries, including industries with high fatality rates. OSHA will award these grants by September 30, 2026, and training will be conducted in FY 2027.

FY 2025

In FY 2025, OSHA awarded Targeted Topic Training Grants to eligible organizations to provide employers and employees in high-hazard industries with training on chemical hazards/hazard communication, chemical inhalation and absorption hazards, confined space, electrical hazards, excavation/trenching, falls prevention/protection, hazardous temperature exposure, landscaping/tree care hazards, lockout/tagout, machine guarding/amputation prevention, noise/hearing conservation, oil and gas production, personal protective equipment, residential construction hazards, respirable crystalline silica hazards, roadway construction and work zones, and warehousing.

COMPLIANCE ASSISTANCE – TRAINING GRANTS

WORKLOAD AND PERFORMANCE SUMMARY						
	FY 2025 Enacted		FY 2026 Enacted	FY 2027 Request		
	Target	Result	Target	Target		
Compliance Assistance-Training Grants						
OSHA- Grants-01	Number of Harwood Grant trainees		58,000	30,073	58,000	--
OSHA- Grants-20	Targeted Training Grants		64	18	64	--
OSHA- Grants-21	Capacity Building Grants		19	0	19	--
OSHA- Grants-22	Training and Educational Materials Grants		13	0	13	--

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

COMPLIANCE ASSISTANCE – TRAINING GRANTS

BUDGET ACTIVITY BY OBJECT CLASS

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
41.0 Grants, subsidies, and contributions	12,787	12,787	0	-12,787
Total	12,787	12,787	0	-12,787

COMPLIANCE ASSISTANCE – TRAINING GRANTS

CHANGES IN FY 2027

(Dollars in Thousands)

Activity Changes

Built-Ins		
Built-Ins Subtotal	\$0	
Base	\$12,787	0
Program Decreases	-\$12,787	0
Net Program Subtotal	-\$12,787	0
Total Activity Appropriation	\$0	0

	Amount	FTE
Base	\$12,787	0
Program Increases	\$0	0
Program Decreases	-\$12,787	0

SAFETY AND HEALTH STATISTICS

BUDGET AUTHORITY BEFORE THE COMMITTEE

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
Activity Appropriation	35,500	35,500	40,500	5,000
FTE	15	16	21	5

NOTE: FY 2025 reflects actual FTE.

Introduction

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

- OSHA.gov – the website that provides information to the public and OSHA stakeholders.
- Public-facing applications – a set of applications that provide for data exchange between OSHA and the public. These include: the Injury Tracking Application (ITA) where covered establishments report injury and illness information on an annual basis; OSHA’s establishment search engine; and the online Enforcement and Whistleblower complaint forms.
- OSHA-internal applications – mission-critical systems that enable agency staff to perform day-to-day work to accomplish OSHA’s mission. This includes the OSHA Information System (OIS), which supports federal OSHA’s and OSHA’s State Plan and On-site Consultation partners’ enforcement, whistleblower, On-site Consultation, compliance assistance activities, and emergency response activities, and collects approximately 100,000 records each year. This also includes the Voluntary Protection Programs Automated Data System (VADS) and other applications that support cooperative programs and outreach activities. Finally, other internal applications include: the State Plan Application; general industry and construction enforcement targeting; and the suite of software systems, applications, and databases that support OSHA’s laboratory and field-equipment servicing and repair systems. Finally, the OSHA Tools Dashboard is another OSHA-internal application used heavily by Area Offices, Regional Offices, the OSHA National Office, and

SAFETY AND HEALTH STATISTICS

several State Plan states. The OSHA Tools Dashboard is the primary application used for programmed inspection targeting for emphasis programs and the Site-Specific Targeting (SST) lists. It is also an interface where users can search and view OSHA 300A submissions to the ITA from employers since 2016.

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

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2022	\$34,500	34
2023	\$35,500	34
2024	\$35,500	34
2025	\$35,500	32
2026	\$35,500	16

FY 2027

In FY 2027, OSHA is requesting \$40,500,000 and 21 FTE for the Safety and Health Statistics activity, which includes a net increase of \$5,000,000 and 5 FTE above the FY 2026 Enacted level. This request includes a program increase of \$6,544,000 and 5 FTE for Artificial Intelligence (AI)/Data Analytics.

This program increase will allow OSHA to modernize how it manages and uses its data, enabling more efficient targeting of outreach and resources, earlier identification of emerging hazards, and improved voluntary engagement through programs such as the Voluntary Protection Programs (VPP). The program increase will also strengthen internal capacity to align with the Department's AI Strategy, increase staff productivity through automation, and increase transparency by expanding access to reliable data for employers and the public. By making better use of the data it already collects, OSHA can enhance its operational efficiency while helping employers prevent injuries and save lives.

The program increase will enable OSHA to launch the OSHA Data Enterprise Enhancement Project (ODEEP). ODEEP will deliver a secure, scalable platform that integrates multiple OSHA datasets into a centralized data lake, eliminating silos and enabling advanced analytics. The initiative includes building automated data pipelines, standardizing legacy data for analytics readiness, and deploying AI/Machine Learning tools to identify trends and predict high-risk workplaces. By FY 2027, OSHA will finalize system requirements, onboard new technical staff, and begin platform development, positioning the agency to achieve a 50% improvement in data quality, expand interoperability, and launch up to 20 data-driven initiatives. These capabilities will significantly

SAFETY AND HEALTH STATISTICS

reduce manual data processing, save an estimated \$1.2M annually, and enable OSHA to use its limited resources more effectively to prevent injuries and fatalities.

The additional funding will also address long-standing challenges in OSHA's ability to fully leverage the safety and health data that the agency collects through enforcement activities; injury and illness reporting; severe injury reports; work-related fatalities; the VPP; compliance assistance; emergency management interventions; and potential data shared from the Bureau of Labor Statistics, states, and academic researchers. Currently, these datasets exist across siloed systems with inconsistent structures. These limitations hinder OSHA's ability to efficiently analyze workplace injury and illness trends and provide timely, tailored compliance assistance to employers. The agency will also consolidate data that are currently spread across several legacy systems to enable better business decisions for American employers related to health and safety issues.

In FY 2027, OSHA will continue to collect, maintain, and enhance work-related injury and illness data obtained through the Injury Tracking Application (ITA), Severe Injury Reports (SIR), and OSHA inspected fatalities. Collectively, OSHA expects to receive roughly 1,000,000 injury/illness record submissions. Additional resources will support standardized collection, cleaning, coding, analysis, and communication of injury and illness data. The agency will also begin to transition its fatality dataset by presenting it as fully exportable data online. The agency will continue to evaluate the scope of the fatality dataset and the process of writing abstracts for each fatality, aiming to produce a more comprehensive dataset.

OSHA will update its construction targeting methodology (C-Target). The current software utilizes outdated, inefficient technology. The update will transition the construction targeting software to a modern framework and integrate the list-generating process into the OSHA Tools Dashboard. OSHA will develop mockups of the new C-Target and develop training materials for OSHA field staff and Administrators. OSHA will also make further enhancements to the OSHA Tools Dashboard following feedback received from the field, to make the dashboard more user friendly and more efficient.

In FY 2027, the agency will upgrade the system used to collect and report outreach activities from OSHA Education Centers while maintaining an accurate, publicly accessible list of authorized trainers. This modernization will improve data integrity, streamline reporting, and enhance public access to trainer information, enabling employers and employees to obtain training to be able recognize workplace hazards without OSHA's physical presence.

FY 2026

In FY 2026, OSHA will continue to make progress in implementing the Improve Tracking of Workplace Injuries and Illnesses final rule. The agency will improve the useability of collected data by using AI to redact Personally Identifiable Information (PII) and sensitive medical information and to auto-assign standardized occupation and Occupational Injury and Illness Classification System (OIICS) codes to the data.

In addition, OSHA will complete its transition to Amazon Web Services Elastic Container Service, enabling fully cloud-native operations. OSHA will also deploy interactive dashboards and visualization tools for internal stakeholders, providing real-time insights into enforcement, outreach,

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and whistleblower trends. These tools will be compatible with the Department of Labor's Application Programming Interface (API) standards and support data-driven decision-making.

In FY 2026, the agency's Laboratory Modernization Project will shift from development to operations and maintenance, running all sample and equipment service lines on the single, modernized laboratory information management system (LIMS). The LIMS and associated components support daily operational tasks such as sample analyses, customer service call processing, and equipment calibration and maintenance, among other tasks. This modernized LIMS will continue to decrease the potential for nonconformance with quality standards that could adversely affect the defensibility of OSHA citations. This LIMS also enables the Technical Support Equipment Standardization Project and posting and analysis of chemical exposure data.

FY 2025

In FY 2025, OSHA automated the transfer and coding of information from online Severe Event Reports (SER) into the OSHA Information System (OIS), drastically reducing redundant data management work. OSHA also made improvements for visualizing and accessing approximately 100,000 Severe Injury Reports (SIR) records collected since 2015 through the SIR Dashboard and published an annual summary report describing the newly processed 2022-2023 SIR.

In addition, OSHA refined the Injury Tracking Application (ITA) data processes using AI to: 1) redact Personally Identifiable Information (PII) and sensitive medical information, 2) generate standardized occupation codes from submitted job titles using the NIOSH Industry and Occupation Computerized Coding System tool, and 3) code narrative fields into two-digit nonterminal Occupational Injury and Illness Classification System codes (i.e., nature of injury, event/exposure, body part affected, and source(s) of exposure) using BLS's auto-coder. OSHA published the redacted dataset as refinements were made. These enhancements supported more robust analyses of ITA data which include, on average, approximately 780,000 OSHA case detail records (OSHA Forms 300 and 301), and 350,000 OSHA summary occupational injury and illness records (OSHA Form 300A) received each year. In conjunction with these advancements, OSHA implemented ITA system updates to improve customer experience; updated the ITA FAQs, User Guide, and Data Dictionary; and released an instructional video and summary report describing occupational injuries and illnesses recorded in 2023, the first year that ITA 300/301 case detail data were electronically submitted by employers.

The agency also piloted interactive dashboards and explored Application Programming Interface-based solutions for near real-time data sharing. These efforts aimed to make enforcement and outreach data machine-readable, improving transparency and stakeholder access. OSHA plans to expand these initiatives in future fiscal years.

In FY 2025, OSHA began developing a comprehensive module in OIS to enhance cooperative programs and public engagement. Key components include the Safety Champions Program and a Voluntary Protection Programs module for online applications. The module will also manage Special Government Employees and is scheduled for completion in FY 2026. In addition, OSHA started migrating the Occupational Medical Evaluation Tracking Application (OMETA) to the OIS platform. This upgrade centralizes employee medical records and adds advanced tracking, notifications, and dashboards for physicals and hearing tests. Completion of the OMETTA migration

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is expected in FY 2026, improving compliance with applicable policies and workflow efficiency. Finally, OSHA upgraded the Whistleblower module in OIS, introducing a new case file structure and automated email functionality. Intake closure for online complaints was streamlined, and legacy data was integrated into OIS. These changes improve case management, data integrity, and reduce administrative burden.

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WORKLOAD AND PERFORMANCE SUMMARY					
		FY 2025 Enacted		FY 2026 Enacted	FY 2027 Request
		Target	Result	Target	Target
Safety and Health Statistics					
Web Usage (millions)					
OSHA-SHS-02	Website User Sessions	41.01	36.00	36.36	36.72
OSHA-SHS-04	Downloads (millions)	4.34	4.20	4.24	4.28
OSHA-SHS-05	User Sessions	22.32	18.60	18.79	18.97
OSHA-SHS-06	Web Site Page Views (millions)	114	98	99	100

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

SAFETY AND HEALTH STATISTICS

Workload and Performance Narrative

OSHA projects 36.36 million website user sessions in FY 2026, and the agency anticipates a slight increase to 36.72 million website user sessions in FY 2027. OSHA also expects downloads to increase slightly from 4.24 million in FY 2026 to 4.28 million in FY 2027. The number of website page views is anticipated to grow from 99 million in FY 2026 to 100 million in FY 2027.

In FY 2027, OSHA will continue to leverage injury and illness data to inform strategic and operational decisions. High-quality injury and illness data will serve as the gold standard when conducting and assessing the effectiveness of agency enforcement, compliance assistance, outreach, standards and guidance, and other efforts. Additional resources will support standardized collection, cleaning, coding, analysis, and communication of injury and illness data across OSHA's Injury Tracking Application (ITA), Severe Injury Report (SIR), and OSHA-inspected fatality data.

In addition, OSHA will continue to transform its website into a more modern architecture, update the look and feel to a more modern design, and allow better quality data to be presented and used by the public while maintaining necessary privacy protections. Part of the transformation will be exploring and piloting solutions for providing OSHA enforcement data on the web in a machine-readable, user-friendly format. The agency will also revamp the OSHA Establishment Search on OSHA.gov, replacing outdated technology with a modern architecture that leverages Application Programming Interfaces (APIs) and current data standards. OSHA will expand its development of interactive dashboards and APIs to provide stakeholders with near real-time access to enforcement, outreach, and injury data, supporting data-driven decision-making and improving transparency.

In FY 2027, building on prior modernization efforts, OSHA will further adopt cloud-native technologies to improve scalability, security, and cost efficiency. The agency will also automate data lifecycle management for additional record types, reducing manual processes and ensuring compliance with record-keeping policies.

In FY 2026, OSHA will continue to improve implementation of the Improve Tracking of Workplace Injuries and Illnesses final rule. OSHA will improve the useability of collected data for both internal and external data users, by using AI to redact Personally Identifiable Information and sensitive medical information and to auto-assign standardized occupation and Occupational Injury and Illness Classification System codes to the data. The ITA will also roll out new functionality to users to allow one simple upload with an employer's existing PDF forms package.

In addition, the agency's Laboratory Modernization Project will shift from development to operations and maintenance, running all sample and equipment service lines on the single, modernized laboratory information management system (LIMS). This modernized LIMS will continue to decrease the potential for nonconformance with quality standards that could adversely affect the defensibility of OSHA citations. This LIMS also enables the Technical Support Equipment Standardization Project and posting and analysis of chemical exposure data.

In FY 2026, OSHA will complete its transition to Amazon Web Services (AWS) Elastic Container Service, enabling fully cloud-native operations. As part of this broader effort to modernize infrastructure, OSHA will also begin migrating its intranet and extranet pages from the legacy

SAFETY AND HEALTH STATISTICS

SitePro platform to AWS, improving reliability, performance, and integration with other cloud services. OSHA will also deploy interactive dashboards and visualization tools for internal stakeholders, providing real-time insights into enforcement, outreach, and whistleblower trends. These tools will be compatible with the Department of Labor's API standards and support data-driven decision-making.

In FY 2025, OSHA launched the State Plan Application (SPA) and retired the associated legacy system, which was cumbersome and more vulnerable to cyber threats and other degradation. Built on a modern architecture using a Commercial Off-the-Shelf application, the SPA facilitates monitoring with real-time user notifications and robust communication. This modernized platform also helps the agency manage its contacts and track communications with State Plans.

In FY 2025, the Laboratory Modernization Project continued development and completed the transition of the legacy equipment service system to the single, modernized LIMS. OSHA also began posting chemical exposure data at an increased quarterly frequency to provide transparent, user-friendly, and accessible data for employers, workers, safety and health professionals, researchers, and the public.

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BUDGET ACTIVITY BY OBJECT CLASS

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
11.1 Full-time permanent	4,775	4,687	5,731	1,044
11.3 Other than full-time permanent	25	25	25	0
11.5 Other personnel compensation	119	119	119	0
12.1 Personnel Benefits	1,915	1,890	2,306	416
12.1 FECA	4	4	4	0
21.0 Travel and transportation of persons	65	80	80	0
23.3 Communications, utilities, and misc.	30	30	30	0
25.2 Other services from non-Federal sources	818	2,810	4,104	1,294
25.3 Other goods and svcs. from Fed. sources	9,616	11,501	15,291	3,790
25.3 WCF (Non-Add)	17,638	13,622	12,078	-1,544
25.7 Operation and maint. of equipment	375	375	375	0
26.0 Supplies and materials	4	11	11	0
31.0 Equipment	116	346	346	0
Total	35,500	35,500	40,500	5,000

SAFETY AND HEALTH STATISTICS

CHANGES IN FY 2027

(Dollars in Thousands)

Activity Changes

Built-Ins

Working Capital Fund	-\$1,544	
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Built-Ins Subtotal	-\$1,544	
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Base	\$35,500	16
Program Increases	\$6,544	5
Net Program Subtotal	\$6,544	5
Total Activity Appropriation	\$40,500	21

	Amount	FTE
Base	\$35,500	16
Program Increases	\$6,544	5
Program Decreases	\$0	0

EXECUTIVE DIRECTION

BUDGET AUTHORITY BEFORE THE COMMITTEE

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
Activity Appropriation	10,100	9,600	9,200	-400
FTE	38	28	26	-2

NOTE: FY 2025 reflects actual FTE.

Introduction

The Executive Direction activity provides overall leadership, direction, and support for agency operations, and develops strategic and agency management plans to carry out the Administration’s goals and priorities. Such activity includes management and administrative coordination of policy, research, planning, evaluation, audit, budgeting, financial control, information technology, legislative liaison, Federal agency liaison, and performance management. Through this activity, OSHA national and regional leadership will support the Administration’s priorities by ensuring OSHA’s leadership position in the national worker safety and health community, including through compliance assistance and outreach. In addition, this activity supports the agency’s efforts to maintain agency staffing at a level that allows the agency to deliver services effectively and efficiently.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2022	\$9,631	28
2023	\$10,100	30
2024	\$10,100	30
2025	\$10,100	28
2026	\$9,600	28

FY 2027

In FY 2027, OSHA is requesting \$9,200,000 and 26 FTE for the Executive Direction activity, which includes a net decrease of -\$400,000 and -2 FTE below the FY 2026 Enacted level. This request includes a program decrease of -\$86,000 and -2 FTE for staff attrition. This program decrease will allow the agency to shift workload from vacant positions to other areas of operations with remaining staff including performance management, grant oversight, and administrative policy. The existing staff will require training for the work required to produce

EXECUTIVE DIRECTION

quality products. The agency is prepared to provide the training and necessary supervision to carry out the goals and priorities of the Administration.

To ensure safe and healthful working conditions for workers, OSHA will continue to educate through outreach using OSHA enforcement, compliance assistance, and whistleblower protections programs. Through the effective addition of artificial intelligence (AI) tools, OSHA will use fatality and occupational injury and illness data on our public website to help address trends and emerging hazards. The agency will continue to effectively and efficiently address workplace safety and health in a continuously evolving workforce.

Additionally, OSHA will focus on cross-training and succession planning to develop agency leadership that is ready to move forward with the agency's strategic priorities. This will equip employees with the skills to perform tasks beyond their regular job duties, allowing for greater flexibility, improved efficiency, overlapping enforcement and compliance assistance workloads and enhanced employee engagement. The agency will develop and train leaders to identify workplace efficiencies and lead changes that strategically implement the Administration's vision for OSHA's mandated activities. To strengthen safety and professionalism on job sites, OSHA will implement on-site de-escalation training. This training will provide inspectors with practical, scenario-based techniques to defuse tense situations and reduce the risk of violence. OSHA will also continue to develop and train personnel at all levels, including CSHOs, Whistleblower Investigators, technical staff, and managers, on technical and emerging safety and health topics, and will prepare staff to meet these challenges and carry out the Administration's policies. As OSHA simplifies its organizational structure, it will continue to assess space needs throughout the agency to release and renovate spaces as needed.

In FY 2027, OSHA will support the Advisory Committee on Construction Safety and Health (ACCSH). ACCSH consists of a membership that has a balanced representation of workers and employers, and includes other qualified individuals, such as government officials, safety and health professionals, and members of the public. The committee members will advise agency leadership on existing and emerging worker protection issues affecting agency policies and programs.

FY 2026

OSHA will prioritize hiring Compliance and Safety and Health Officers (CSHOs) and Senior Executive positions. OSHA is also focused on using AI to make operations more efficient and will invest in tools that support this technology. The agency will develop and roll out new training courses to emphasize various AI uses and other agency initiatives, including the Safety Champions Program and Voluntary Protection Programs.

FY 2025

The agency coordinated the placement of 156 OSHA employees and 131 non-OSHA DOL employees within OSHA offices nationwide, also utilizing other available federal office space as needed. Following staff departures, OSHA implemented cross-training and had remaining staff cover the work of vacant positions to promote maximum efficiencies and ensure the agency met its mission. OSHA employed review processes to curtail expenses in the areas of contract actions,

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employee travel, and grant spending. Working with the Department, OSHA preserved leases necessary to avoid relocation costs and achieved \$384,116 in annual savings through space reductions in the National Capital Region.

EXECUTIVE DIRECTION

WORKLOAD AND PERFORMANCE SUMMARY					
		FY 2025 Enacted		FY 2026 Enacted	FY 2027 Request
		Target	Result	Target	Target
Executive Direction					
Committee Meetings					
OSHA- EXD-01	NACOSH meetings	4	0	0	0
OSHA- EXD-02	MACOSH meetings	2	0	0	0
OSHA- EXD-03	ACCSH meetings	2	1	2	2
OSHA- EXD-07	FACOSH meetings	4	0	0	0

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

EXECUTIVE DIRECTION

Workload and Performance Narrative

One of OSHA's key goals is to continue to build a stronger, more efficient agency that will meet the demands of a changing workforce and the changing environments of workplaces. OSHA continues to confront new hazards and address workplace safety and health in a workforce constantly evolving economically, technologically, and geographically.

OSHA will continue to carry out the agency's mission and goals. Additionally, the agency will work on releasing and rightsizing space in the regions and National Office to support the evolution of our staff and the reduction of overall space and rent costs. The agency will optimize space through renovations in the National Office, as needed, to continue to reduce the agency's footprint nationwide.

OSHA's learning culture also ensures that employees at every level are positively engaged in their work and their development. The agency continues to develop and train leaders to identify workplace efficiencies and lead changes that strategically implement the Administration's vision for OSHA's mandated activities. The agency will provide cost effective leadership training to ensure its staff have the necessary skills to support the Administration's priorities and build a pipeline of future leaders.

OSHA will continue holding meetings for the Advisory Committee on Construction Safety and Health (ACCSH) in FY 2026 and FY 2027. ACCSH is the only Advisory Committee that is statutorily required when OSHA makes any changes to current construction-related standards or proposes any deletions or additional construction-related standards. All other Advisory Committees are not required by statute and have been paused indefinitely.

EXECUTIVE DIRECTION

BUDGET ACTIVITY BY OBJECT CLASS

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
11.1 Full-time permanent	3,424	3,011	2,949	-62
11.3 Other than full-time permanent	36	36	36	0
11.5 Other personnel compensation	217	217	217	0
12.1 Personnel Benefits	1,396	1,227	1,203	-24
12.1 FECA	4	4	4	0
21.0 Travel and transportation of persons	95	117	117	0
23.3 Communications, utilities, and misc.	137	137	137	0
25.1 Advisory and assistance services	14	14	14	0
25.2 Other services from non-Federal sources	96	330	330	0
25.3 Other goods and svcs. from Fed. sources	962	1,152	1,152	0
25.3 WCF (Non-Add)	3,683	3,286	2,972	-314
25.7 Operation and maint. of equipment	15	15	15	0
26.0 Supplies and materials	18	45	45	0
31.0 Equipment	3	9	9	0
Total	10,100	9,600	9,200	-400

EXECUTIVE DIRECTION

CHANGES IN FY 2027

(Dollars in Thousands)

Activity Changes

Built-Ins

Working Capital Fund - \$314

Built-Ins Subtotal - \$314

Base	\$9,600	28
Program Decreases	-\$86	-2
Net Program Subtotal	-\$86	-2
Total Activity Appropriation	\$9,200	26

	Amount	FTE
Base	\$9,600	28
Program Increases	\$0	0
Program Decreases	-\$86	-2